



NATIONAL CENTER FOR LESBIAN RIGHTS

Gender Equality Attorney

Full-Time Exempt Position: \$76,000-93,500 (D.O.E)

January 2021

The National Center for Lesbian Rights (NCLR) seeks a highly skilled, enthusiastic, articulate and motivated Gender Equality Attorney with 3-8 years of experience. Following the historic *Bostock v. Clayton County* U.S Supreme Court decision, this attorney will be on the front lines of ensuring the full reach of *Bostock* for LGBTQ people nationwide by tracking and supporting litigation nationwide that addresses the application of sex discrimination protections to LGBTQ discrimination in contexts not addressed by *Bostock*.

This is a full-time, exempt position. NCLR is based in San Francisco, CA, but any remote location within the U.S. will be considered. Currently nearly all staff are working from home exclusively, but we hope to reopen our office in San Francisco at some point in the future. This an at-will position funded by a grant with a one-year term.

Specific Duties and Responsibilities:

- Track litigation nationwide that addresses the application of all sex discrimination protections to LGBTQ discrimination.
- Coordinate outreach and support to private attorneys working on sex discrimination cases.
- Work in coalition with other LGBTQ organizations to coordinate and development legal strategies and arguments, including the drafting and filing of amicus briefs.
- Legal research and writing to support overall strategy.
- Develop public education materials for the LGBTQ community and relevant bar associations.
- Other duties as assigned.

Salary and Benefits:

This position is paid according to our regular attorney scale. Salary is non-negotiable and based on years since becoming barred (3-8 years): \$76,000-93,500. Excellent benefits include medical, dental, and vision insurance with a low-cost share for employees, including generous coverage of reproductive healthcare and transition-related care services; vacation and holidays; eligibility to participate in a 401(k) plan; short-term and long-term disability insurance; life insurance; flexible

spending pre-tax plans for qualified medical and child daycare expenses; and commuter pre-tax benefits.

Qualifications:

- License to practice law in good standing in the U.S. jurisdiction where you live, and 3-8 years of experience that includes legal research and high-quality legal writing.
- A high level of independence and initiative, good judgment, excellent speaking and writing abilities.
- Ability to produce the highest caliber work, creativity, and a willingness to work collaboratively both within the organization and with other groups.
- Ability to respond to internal and external inquiries in a timely manner and complete all products in advance of deadlines, ensuring adequate time to review.
- Strong organizational skills and attention to detail.
- The ability to talk about legal and other complex issues in clear, persuasive terms for non-lawyer audiences.
- A demonstrated awareness of and commitment to intersectional advocacy and broader social justice issues, including racial and economic justice, feminism, reproductive justice, and an understanding of the multiple communities NCLR represents.
- Enthusiasm for the rights of LGBTQ people and their families, including a demonstrated commitment to public interest legal advocacy.

This position is currently accepting applications.

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