



## Director of Lawyer Engagement

We The Action (WTA) seeks a dynamic organizer to grow and mobilize our community of 40,000 volunteer lawyers and to tackle our most pressing problems—protecting the vote, defending vulnerable populations, advancing civil rights and equity, and more. The **Director of Lawyer Engagement** will recruit new lawyers to join WTA, inspire them to volunteer with our 400+ nonprofit partners, and deepen their connection to WTA.

### Who We Are

WTA is a community of hundreds of nonprofits and tens of thousands of volunteer lawyers working together to advance social justice nationwide. Launched in 2017, we engage and mobilize the legal community toward the most pressing issues of the day. Lawyers sign up for free on WTA's [platform](#), browse projects posted by our nonprofit partners, and volunteer for projects that interest them. In just four years, we've grown dramatically to a [community of over 40,000 lawyers nationwide](#) that has given more than \$100 million in volunteer time to high-impact partners like the Election Protection Coalition, NAACP Legal Defense & Educational Fund, When We All Vote, Giffords Law Center to Prevent Gun Violence, Rock The Vote, and Immigration Justice Campaign.

### What You'll Do

The Director of Lawyer Engagement will be responsible for the following types of work, often in collaboration with our Community Impact, Partnerships, and Communications colleagues:

- **Engage WTA lawyers to volunteer** with our 400+ partners, using digital outreach via our platform, email, and social media; virtual meetings, events, and calls; and—as is safe—through in-person outreach at conferences and other events.
- **Keep lawyers excited about WTA**, by building more community among the lawyers in our network or developing new offerings to our lawyer community.
- **Recruit lawyers and law students to join WTA**, using online (e.g., using email, social media, or digital ads) and offline (e.g., from law firms, in-house legal departments, or law schools) tactics.
- **Support other mission areas as needed**, including representing WTA externally, supporting development efforts, and more.

## Who You Are

The ideal candidate:

- has a law degree (not required, but strongly preferred) and 3-5 years of experience in legal practice, pro bono or volunteer coordination, campaign work, community organizing, or a similarly relevant area;
- loves our mission and is eager to engage lawyers in innovative pro bono/volunteer work;
- has demonstrated success using both digital and non-digital strategies to organize people to volunteer or take action;
- can integrate major social media and messaging platforms (e.g., Facebook, Instagram, Twitter, LinkedIn, MailChimp) into engagement strategies, in collaboration with communications and design colleagues;
- has relationships within the pro bono legal community and experience with the idiosyncrasies of lawyers and the legal ecosystem (firms, bar associations, law schools/clinics);
- is an excellent and flexible communicator who can adapt our message to different audiences (individual volunteers, institutions, etc.);
- can use data in Airtable or similar tools to monitor success and identify opportunities and is comfortable identifying and learning new technology solutions;
- is entrepreneurial and a strong strategic thinker and creative problem-solver, who would enjoy developing, running, and constantly refining a program to mobilize our lawyer community toward impact;
- is highly organized and detail-oriented, with a commitment to excellence in execution and follow through;
- is comfortable working in a start-up environment; and
- is marked by a healthy mix of idealism, good judgment, and practicality, as well as personal kindness, diplomacy, good humor, and generosity of spirit.

## What Else You Should Know

Location flexible. We're based in Washington, D.C. but open to staff working remotely.

The salary range for this position is \$120 - 145K annually, commensurate with experience. Our comprehensive benefits plan includes 100% employer-paid health,

dental, and vision insurance for employees; generous paid time off; access to 401k plan, and more.

## How to Apply

Interested applicants should send a cover letter (no more than 2 pages) and resume to Beth France at [bfrance@wetheaction.org](mailto:bfrance@wetheaction.org) with the subject line: Director of Lawyer Engagement Application. In your cover letter, please include at least three ideas for how WTA can increase the proportion of our lawyers who volunteer for projects.

Applications will be reviewed on a rolling basis starting Wednesday, July 28.

*WTA is an equal opportunity employer, committed to providing employment opportunities to all qualified individuals and does not discriminate on the basis of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, family responsibilities, genetic information, disability, matriculation, or political affiliation of any individual, or any other basis prohibited by applicable law.*

The statements herein are intended to describe the general nature and level of work being performed by the employee in this position—not an exhaustive list of all responsibilities, duties, and skills required of a person in this position.