

Position Announcement
Eviction Defense Attorney – Baltimore City Office
Homeless Persons Representation Project, Inc.
Baltimore, MD

Are you passionate about housing justice? Do you want to use your legal skills to keep tenants in their homes and prevent homelessness? If you desire a position where you have the opportunity to provide direct legal representation to prevent displacement of tenants and work towards a more just Baltimore, the Homeless Persons Representation Project (HPRP) is seeking a full-time Eviction Defense Attorney.

Our Story: HPRP works to end homelessness in Maryland by providing free legal services, including advice, counsel, education, representation, and advocacy, to people who are experiencing homelessness or at risk of homelessness. HPRP's staff and volunteers pursue this mission by offering legal services in shelters, soup kitchens, welfare offices, community centers, and on the street. HPRP's direct representation informs broader-based systemic advocacy and impact litigation to address the root causes of homelessness. Learn more at www.hprplaw.org.

HPRP's housing practice embraces the value of housing as a human right and seeks to ensure justice for and with persons whose housing rights have been compromised. Our work focuses on access to and preservation of shelter and subsidized housing, as well as expansion of affordable and fair housing opportunities. This position will focus primarily on providing direct service to clients facing eviction or termination of their housing subsidy.

Reports to: Director – Housing Justice

Supervises: Law Clerks as needed

Location: Baltimore, MD. HPRP is currently closed to the public, except on an appointment-only basis due to the COVID-19 pandemic. Most of the responsibilities of the Eviction Defense Attorney position require in-person presence at the Baltimore City office to carry out, however some flexibility is available for occasional remote work.

Responsibilities include:

- Provide individual representation in approximately 25-35 eviction and housing subsidy termination cases at any one time
- Create client and community education materials;
- Conduct regular outreach to identify clients in need of legal services;
- Conduct know your rights presentations on housing law;
- Participate in various coalitions and task forces with community partners on matters relevant to the practice area;
- Ability to travel independently by utilizing either personal or public transportation to reach off-site clinic and meeting locations in and around Baltimore City (HPRP reimburses for travel);
- Participate in ongoing race equity work within HPRP.

Required Qualifications:

- Prior experience with people living in poverty or experiencing homelessness;
- 0-5 years legal experience as a practicing attorney. Post-graduate judicial clerkship can count toward years of experience;
- Admitted to practice law in Maryland, or Admitted and in Good Standing in another State and willing and eligible to sit for the next available Bar exam;
- Excellent legal research, writing, analytical, and oral skills;
- Ability to set priorities and handle multiple tasks in a fast-paced environment;
- Demonstrate initiative and good judgment;

- Aptitude to work well under pressure and with attention to detail and meet frequent deadlines;
- Ability to work independently and collaboratively with other staff and community partners;
- Demonstrated commitment to diversity and social justice by using a personal approach that values all individuals and respects differences.

Although the following are not required, they are valued for this position:

- 3-5 years legal experience as a practicing attorney.
- Experience practicing Maryland landlord-tenant law, federally subsidized housing law, fair housing law, Maryland administrative law, civil rights and/or poverty law;
- Experience in Maryland State District and Circuit Courts;
- Fluency in Spanish.

Salary: \$55,000 – \$60,000, depending on experience. Benefits include full health coverage (medical, prescription, dental) for employee plus contribution toward family coverage; long-term disability; life; ability to contribute to HPRP’s 403(b) plan (employer supplemental salary contribution determined annually); vacation (20 days); sick leave (10 days); personal days (3 days); and holidays. During the COVID-19 pandemic, HPRP has created special family/dependent care leave and is primarily teleworking, with limited use of office space as determined by the position and the organization’s current COVID re-opening phase.

To Apply: Send by email a resume and cover letter addressed to Karen Wabeke, Director – Housing Justice. These items should be sent (preferably as PDF attachments) to jobs@hprplaw.org. Specify “Housing Attorney” in the subject line. Writing sample (legal memorandum) and references will be requested if selected for an initial interview. We are looking for thoughtful, personalized cover letters that demonstrate the applicant’s qualifications, work style, and interest in being part of a team working to eliminate homelessness in Maryland. We are looking for applicants who have a comprehensive understanding of oppression and structural racism, including how structural racism perpetuates barriers to housing and income. Resume reviews begin immediately and applicants will be accepted until the position is filled. Priority will be given to applications received by January 17, 2022.

COVID-19 Vaccination Requirement: HPRP requires all employees to be vaccinated against COVID-19. Exemptions for medical or religious reasons will be processed by human resources.

HPRP is an equal opportunity employer. We value a diverse workforce and an inclusive culture. We believe that having a staff, board, and volunteers with diverse personal and professional backgrounds and lived experience enhances our ability to meet our mission and creates an environment where all members of our community can thrive. We strongly encourage applications from Black people, Indigenous peoples, people of color, immigrants, persons with disabilities, members of the TLGBQIA+ (Trans, Lesbian, Gay, Bisexual, Queer, Intersex, Asexual, and more) community, people with lived experience of poverty and/or homelessness, and people from other underrepresented and historically marginalized groups.