

JUSTICE IN AGING

FIGHTING SENIOR POVERTY THROUGH LAW

Position Announcement

Director or Senior Attorney, California Elder Rights

Location: Remote Anywhere in California

Justice in Aging seeks an attorney with at least 5 years of experience with a strong commitment to elder rights, access to legal assistance, and advancing equity for low-income older adults. This individual will be based in California and will lead a project to provide training and capacity building support to legal assistance and aging and disability services providers in California.

The attorney will also be part of our Elder Rights Team supporting the legal assistance, elder rights, and aging and disability network through the [National Center on Law and Elder Rights](#) (NCLER), which Justice in Aging administers under a federal contract with the Administration for Community Living.

Justice in Aging uses the power of law and our expertise in health care, long-term services and supports, economic security, and elder rights to fight senior poverty. Our work addresses the systemic and intersectional inequities faced by older adults of color, older women, LGBTQ+ older adults, older adults with disabilities, and older adults who are immigrants or have limited English proficiency. Founded in 1972, we have a rich tradition of successful, high-impact, and strategic advocacy on behalf of the more than 7 million seniors living in poverty nationally.

In 2021, Justice in Aging launched our [Advancing Equity in Aging Initiative](#) for older adults of color, older women, LGBTQ+ older adults, older adults with disabilities, and older adults who are immigrants or have limited English proficiency, with a primary emphasis on advancing racial equity. In addition to the Advancing Equity in Aging Initiative focused on our external advocacy, for the past five years, Justice in Aging has had an active and engaged [Diversity, Equity, and Inclusion Committee](#), which leads our internal DEI work, including trainings, caucusing, and organizational processes.

Our staff in California are primarily working remotely in the Bay Area, Los Angeles, and Sacramento areas, and this position can be based remotely from anywhere in California. Justice in Aging requires COVID-19 vaccination for all staff, with exemptions available in accordance with federal law.

Applications should be submitted by January 20, 2023, for first consideration, although applications will be accepted until the position is filled. Questions about the positions can be directed to hire@justiceinaging.org.

Responsibilities:

- Lead a project to provide training and capacity building support for legal assistance and aging and disability services providers in California. Tasks will include:
 - Work with the Managing Director of the Elder Rights Team to develop and maintain a project work plan;
 - Curriculum development and implementation of webinar trainings, facilitated roundtables, and other innovative educational delivery mechanisms;

Washington, DC



Los Angeles, CA



Oakland, CA

- Development and delivery of capacity building services; through roundtables and one-on-one technical assistance on topics related to legal service delivery and advancing equity.
- Writing and editing materials for educational purposes, including alerts, issue briefs, fact sheets, and tip sheets;
- Reporting to and managing relationships with the California Department on Aging; and
- Coordination of staff and subcontractors working on the project.
- Establish and maintain relationships with members of the legal services and aging and disability networks in California, including legal services providers, social services providers, area agencies on aging, and others involved in protecting the legal rights of older adults and promoting elder justice.
- Work with the Managing Director of the Elder Rights team to coordinate delivery of training and capacity building support for California and national audiences.
- Work with other Justice in Aging team members to advance organizational objectives, including our [Advancing Equity Strategic Initiative](#).
- Limited travel for state and national meetings and conferences.

Requirements:

- A J.D. and admission to the California Bar.
- At least 5 years of legal experience, with at least 2 of those years spent in a supervisor or management-level position or spent handling management responsibilities
- Experience providing direct legal services to low-income older adults in California (experience can be in any legal issue area impacting older adults)
- Passion for social justice, including interest in working on behalf of older adults of color, older women, LGBTQ older adults, older adults with disabilities, and older adults who are immigrants or have limited English proficiency.

Desired:

- Experience navigating issues of legal aid management
- Experience developing or implementing programs that improve legal services for older adults, particularly services that reach underserved and diverse communities.
- Excellent organizational skills and experience in project management or leading a project.
- Strong interpersonal and communications skills, including ability to communicate effectively about elder rights, access to legal assistance, and racial equity.
- Experience delivering presentations or trainings and facilitating meetings.
- Ability to think strategically and to work collaboratively with others, including building internal and external relationships, and leading initiatives with partners.
- Diversity of personal and professional experience, including lived experience with advancing racial equity and with communities of color.

Compensation:

Salary for this position will be based on a fixed salary scale based on experience level. We are looking to hire at either the Senior Attorney or Director level, depending on prior experience.

- For a Senior Attorney, the base salary for this level of position is \$95,000, plus \$1,500 for each year of post-law school experience. For example, the salary for this position with 5 years of experience would be \$102,500, and the salary for this position with 10 years of experience would be \$110,000.
- For a Director, the base salary for this level of position is \$110,000, plus \$1,250 for each year of post-law school experience. For example, the salary for this position for an attorney with 10 years' experience would be \$122,500.

Justice in Aging offers a competitive benefits package, including fully paid health, dental, and life insurance; flexible reimbursement plan; 403(b) retirement savings plan with 8% automatic employer contribution; paid parental leave, sabbatical leave, and compensatory time; federal holidays, sick time, COVID-related emergency leave, and generous vacation policy.

To Apply:

Please submit the following to [hiring@justiceinaging.org](mailto: hiring@justiceinaging.org), with your name and position(s) that you are seeking in the email subject line. Applications received by January 20, 2023, will receive first consideration.

(1) Cover letter that describes your interest in this particular position. **In your cover letter, you must answer the following question:**

*To promote social justice and best achieve our mission, Justice in Aging is committed to maintaining a diverse staff and creating an inclusive and respectful workplace in which differences are acknowledged and valued. **How do you think your personal or professional experience or background has prepared you to contribute to a work environment with a strong commitment to diversity, equity and inclusion?** Feel free to think broadly about your response to this question, applying various aspects of your life and personal experiences to your response.*

(2) Resume

(3) One writing sample; and

(4) Three professional references.

Justice in Aging is an Equal Opportunity Employer. We are committed to maintaining a diverse staff and we particularly encourage applications from people of color, women, people with disabilities, the LGBTQ+ community, and others whose background may contribute to more effective representation of low-income people and underserved communities.

If you need an accommodation for the application process or any aspect of this position, please contact Jennifer Goldberg at [jgoldberg@justiceinaging.org](mailto: jgoldberg@justiceinaging.org). The application and all other questions should be directed to [hiring@justiceinaging.org](mailto: hiring@justiceinaging.org).