

# JUSTICE IN AGING

FIGHTING SENIOR POVERTY THROUGH LAW

## Position Announcement

### Senior Litigation Attorney

Location: Remote

Justice in Aging seeks a litigation attorney with at least seven years of experience and a strong commitment to advocacy in the public interest. This individual will join our Litigation Team bringing systemic reform cases to improve the lives of low-income older adults who face inequities rooted in historical, persistent, and structural bias. Our Litigation Team works across our program areas, including health care, long-term services and supports, economic security and housing, equity, and elder rights. The successful candidate will work closely with a team of in-house subject matter legal experts and external partners to identify, develop, and [litigate cases](#).

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 work primarily remotely, with most staff located in the Washington DC, Oakland CA, and Los Angeles CA areas, as well as some staff across the country. This position can be based remotely from anywhere in the United States. 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](mailto:hire@justiceinaging.org).**

#### Responsibilities:

- Handle cases to promote and defend the rights of older adults in federal and state courts, with a focus on litigation impacting older adults facing inequities.
- Develop and prosecute cases, including research, investigations, discovery, motions practice, trials, and appeals. Negotiate possible settlements in lieu of trial where appropriate.
- Work closely in a team based approach with the Litigation Director, Associate Litigation Director and members of the Litigation Team, as well as legal services partners and pro bono partners in multiple jurisdictions nationwide.

*Washington, DC*



*Los Angeles, CA*



*Oakland, CA*

- Work with Justice in Aging attorneys and advocacy partners to identify new cases that address systemic inequities based on race, gender, disability, language, immigration status, and LGBTQ+ identity.
- As needed, supervise fellows, law clerks, pro bono attorneys, and other staff or consultants.
- Limited travel will be required.

**Requirements:**

- A J.D., admission to the Bar in at least one state, and at least 7 years of legal experience.
- Experience in the federal bar, with some experience in litigating complex system reform cases on behalf of low income people.
- Relevant experience related to civil rights advocacy, especially in the areas of racial equity, fair housing, health care (for example, Medicaid), disability rights, and Social Security benefits.
- 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.
- Strong writing skills, ability to work independently as well as with others, and meet deadlines.

**Desired:**

- Ability to think strategically and to work collaboratively with others, including working closely with colleagues and building relationships with advocacy partners.
- Diversity of personal and professional experience, including lived experience with advancing racial equity, LGBTQ rights, and addressing sex- and age-related bias.
- Familiarity and passion for the Constitutional and civil rights protections, and public entitlement programs applicable to older adults.

**Compensation:**

Salary for this position will be based on a fixed salary scale based on experience level. This is a senior attorney level position. 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 7 years of experience would be \$105,500, and the salary for this position with 12 years of experience would be \$113,000. Justice in Aging offers a very generous 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, compensatory time; federal holidays, sick time, COVID-related emergency leave, and generous vacation policy.

**To Apply:**

Please submit the following to [hr@justiceinaging.org](mailto:hr@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 [hire@justiceinaging.org](mailto:hire@justiceinaging.org).