

JUSTICE IN AGING

FIGHTING SENIOR POVERTY THROUGH LAW

Position Announcement

Health Staff Attorney/Policy Advocate

Location: Remote

Justice in Aging seeks an attorney or policy advocate with at least three years of experience and a strong commitment to advancing equity, to join our [Health Team](#). 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. The successful candidate will work to increase equitable access to oral health for low income older adults and improve Medicare for people who are dually eligible for Medicare and Medicaid. All of our work is grounded in our [Advancing Equity Strategic Initiative](#).

Justice in Aging uses the power of law and our expertise in health care, economic security, and elder justice to fight senior poverty. We pursue systemic change in law and policy to improve the lives of low-income older adults who experience inequities rooted in historical, persistent, and structural racism, ageism, sexism, ableism, homophobia, and xenophobia. 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. We also run the [National Center on Law and Elder Rights](#) through a federal contract with the Administration for Community Living.

Our staff work primarily remotely, with most staff located in Washington DC, the Bay Area, Sacramento, and Los Angeles, 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 November 9th 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:

- Work with the Managing Director of Health Advocacy and team members to increase equitable access to oral health and improve Medicare for low-income older adults who are dually eligible for Medicare and Medicaid.
- Develop oral health and Medicare trainings for the legal services, aging and disability networks, and respond to questions and inquiries from professionals in those networks.
- Research and write materials for educational and advocacy purposes, including advocacy alerts, issue briefs, fact sheets, and letters.
- Support administrative and legislative advocacy to improve dental benefits and increase equitable access to Medicare and Medicaid for low-income older adults and people with disabilities.
- Work with other Justice in Aging team members to advance organizational objectives, including our Advancing Equity Strategic Initiative.
- Limited travel for meetings and conferences, approximately 2-4 times per year.

Requirements:

- Any combination of applicable educational/professional credentials and experience that will enable you to perform the above duties successfully, including but not limited to a JD, Master's degree, or Bachelor's degree.
- At least 3 years of experience related to Medicare and/or Medicaid.
- Strong communications skills, including ability to write clearly and communicate effectively about equity, particularly racial equity.
- 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 training advocates or consumers on Medicare and Medicaid.
- Experience with oral health policy or assisting consumers accessing oral health services.
- Experience conducting federal or state-based policy analysis and advocating with administrative agencies.
- Experience working collaboratively with others, including building internal and external relationships, and working with coalition partners.
- Professional or personal experience working with communities of color and/or advancing racial equity.

Compensation:

Salary for this position will be based on a fixed salary scale based on experience level. For example, the salary for this position with 3 years of experience would be \$96,000 and the salary for this position with 6 years of experience would be \$101,500. 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, and generous vacation policy.

To Apply:

Please submit the following to hire@justiceinaging.org, with your name and position that you are seeking in the email subject line. Applications received by November 9th, 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) Two writing samples: one writing sample that demonstrates the ability to write educational material to explain a policy or program including, for example, a guide, practice tip, or factsheet; and one writing sample that includes an analysis of a policy, for example, a comment on a rule or regulation or a policy or legal argument to a court or other decision-making body; and

(4) Three professional references.

If you need an accommodation for the application process or any aspect of this position, please contact Deputy Director Jennifer Goldberg at jgoldberg@justiceinaging.org. The application and all other questions should be directed to hire@justiceinaging.org.

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.