

## **Program Director – Racial Economic Justice**

**Status:** Full Time  **Location:** San Francisco, CA or Remote from Los Angeles, CA Preferred  
**Reports to:** President  Open Until Filled

**The Organization:** Legal Aid at Work (LAAW) enforces and expands the employment and civil rights of low-wage workers, their families, and communities by educating and advising clients and their communities about legal rights, engaging in advocacy and litigation, and working to advance expansive public policies.


LAAW has seven core program areas: (1) Racial Economic Justice; (2) Gender Equity & LGBT Rights; (3) Disability Rights; (4) Wage Protection; (5) Work & Family; (6) National Origin and Immigrants' Rights; and (7) Community Legal Services and its Workers' Rights Clinics. Through these programs, we address nearly all issues that arise on the job while recognizing and addressing their intersectionality. Our services include:

- Providing free, individualized legal advice and counsel throughout California to thousands of employed and unemployed low wage workers, including workers of color and those who are undocumented
- Pursuing targeted enforcement and “impact litigation” to strengthen and clarify the law, both in California and nationally
- Conducting community outreach and education for workers, their advocates and communities, and social service providers, and
- Assisting in drafting and promoting laws, regulations, and policies at the local, state, and federal levels to create stronger and more effective civil and workplace rights.

We are the oldest legal aid organization in the West, having served low-income Californians for more than 100 years. Since 1970, we have dedicated ourselves to empowering communities of workers who are the victims of structural oppression and racism in the workplace.

**The Opportunity:** LAAW seeks a strategic and visionary Program Director of our Racial Economic Justice Program who will lead our organization in the fight to achieve racial justice through the vigorous advancement and enforcement of workplace civil rights and employment laws. The Program advocates for workers who encounter job-related barriers resulting from centuries of overt, implicit, and structural exclusion because of their race and color. The Program currently focuses on representing Black workers, as well as formerly incarcerated job seekers and workers, primarily in California. However, this position offers the opportunity to develop an exciting new vision rooted in community needs - both within California and beyond. Although the work centers on employment and economic justice issues, because of the centrality of employment to so many aspects of the lives of clients and their communities, the impact of the work is often far reaching and can easily be linked to other racial justice issues.

This position requires an experienced civil rights attorney with who is dedicated to securing racial and economic justice, and who would thrive in a mission-driven environment that places a high value on collaboration both internally and externally, including with community partners. The Program Director must be able to address how the Black Lives Matter movement offers opportunities to advance our social justice agenda and should have a vision for how lawyers can effectively partner with organizers and leverage policy to effect change. The Program Director must also possess demonstrated success in developing and implementing litigation and policy strategies that have advanced civil rights.



The Program Director will supervise the Program's team and all aspects of the Program's activities and is responsible for case and project management. The Program Director must be a mentor to the team focused on maintaining a collaborative environment and supportive professional development. The Program Director is also expected to spend significant time directly engaging in litigation and policy advocacy. In this regard, the Program Director will have responsibility for working with colleagues to identify opportunities and priorities, create strategies, bring targeted individual and class action employment-related cases and actively engage with community partners on policy campaigns. The Program Director may also lead the team in and directly assist in drafting legislation, amicus briefs, regulations and position papers that positively impact the lives of low income workers and communities of color. In addition, the Program Director will work across program areas and collaborate in litigating cases where intersectional issues arise. The Program Director will also be a visible champion speaking to emerging issues and responding to attacks on civil rights in court and in the media.

***The Ideal Program Director Candidate will bring the following experiences and qualifications:***

- Established track record of novel and successful litigation in California and Federal courts with around 10+ years of demonstrated leadership in the civil rights community
- Personal or professional experience working with impacted communities with deep commitment to racial equity and to incorporating racial equity principles into legal work
- Excellent management and analytical skills having served as a supervisor or mentor to staff
- Experience determining areas of law that can be moved and ways to take litigation work to the next level
- Passion for the central role that the workplace plays in our society—as an essential source of economic and social support; as a space where people from diverse backgrounds interact; as a potential source of identity, dignity, and respect
- Experience developing multi-pronged strategies using litigation, public education, and legislative and policy advocacy in response to serious problems facing impacted communities
- Experience with investigation, development, initiation and litigation of law reform and other high-impact cases including discovery, motion practice, hearings, trials, appeals, and internet and legal research
- High degree of proficiency with Microsoft Word and legal office management software
- J.D. required and Membership in the California State Bar is strongly preferred
- Willingness and ability to travel within California, and occasionally to other parts of the country (post-COVID) for litigation, speaking events, meetings, and conferences

***The Ideal Program Director Candidate will also bring the following leadership traits and core competencies:***

- Ability to self-start and be flexible and collaborative across program areas
- Ability to hold and foster difficult and necessary conversations about race, class, sexual orientation and expression, religion, gender, disability, and other identity-based issues
- Emotionally intelligent, tactful, diplomatic, and able to maintain confidentiality around sensitive issues
- Ability to communicate persuasively and generate excitement around shaping a robust program
- Community-oriented with a focus on relationship-building and deep partnership and thought leadership
- Innovative with an ability to identify and seize new opportunities and unlock new ways to drive wins
- Strong attention to detail, analysis, and writing abilities

**Compensation & Benefits:** Legal Aid at Work offers salaries that are competitive in the Bay Area public interest law community. As a unionized organization, LAAW believes in the importance of employees organizing to improve their working conditions. This position is included in the bargaining unit represented by ESC Local 20. The approximate salary range for the desired years of experience would be \$93,500 - \$135,000, plus an annual bonus of \$6,000. Compensation in excess of this range may be considered for candidates with more than 25 years of experience. Exact salary placement at hire and salary advancement will be in accordance with the negotiated salary scale for this position, which can be found here: <https://www.ifpte20.org/wp-content/uploads/2021/02/ESC-Local-20-Legal-Aid-at-Work-Wage-Scales-2021-2023.pdf>

Benefits include medical, dental and vision insurance, long-term disability and life insurance, 403(b) retirement plan with employer match, and generous paid vacation and holidays. LAAW pays for 100% of employee and family health insurance premiums.

**To Apply:** LAAW is partnering with [Walker and Associates Consulting](#) to facilitate this search – a Black- and woman-owned and -led strategic management consulting and search firm located in California. We strongly encourage candidates from underrepresented communities to apply. Applications must include: (1) a cover letter explaining your interest in this position and the ways in which you satisfy the qualifications specified above, (2) résumé, (3) two legal writing samples, and if your candidacy advances into the final interview stage (4) a list of three references will need to be provided at that time. All application materials should be submitted to the Program Director – Racial Economic Justice Search Committee via email at: [legalaidthatwork@walkeraac.com](mailto:legalaidthatwork@walkeraac.com). Please use the subject line “Program Director – Racial Economic Justice” and submit Microsoft Word or PDF files only (one combined PDF file is preferred).

*Questions?* Contact Jeannine Walker, Walker and Associates Consulting, at [jwalker@walkeraac.com](mailto:jwalker@walkeraac.com).



*Legal Aid at Work is an equal opportunity employer and is committed to a diverse, multicultural work environment. As a social justice organization, our work is rooted in the firm belief that all people deserve respect, dignity, and self-determination at work, at school, and in their communities. Structural and systemic racism—with the oppression of Black and Indigenous people at its core—and other forms of injustice shape the society and the civic, political and legal systems in which we work and live. Legal Aid at Work commits to develop and nurture an organizational culture that will dismantle systems of oppression and uplift the leadership of people from underrepresented communities and create a workplace that is truly equitable and inclusive. Our complete EEO policy statement and further information concerning the organization and its programs can be found at [www.legalaidthatwork.org](http://www.legalaidthatwork.org). Pursuant to the San Francisco Fair Chance Ordinance, Legal Aid at Work will consider qualified applicants with arrest and conviction records for employment.*