New Haven Legal Assistance Seeks to Hire a Staff Attorney to Join our Housing Unit

About New Haven Legal Assistance

New Haven Legal Assistance Association (NHLAA) is a legal aid organization, founded in 1964 in the midst of the Civil Rights movement. We were established on the principle that everyone, regardless of race or income, should have equal access to the justice system. We work side by side and in relationship with the community in order to lift up our clients' voices and achieve racial, economic, and social justice.

NHLAA serves clients living in 22 cities and towns in the Greater New Haven and Lower Naugatuck Valley communities. Our client base are primarily people of color impacted by the legacy of structural racialization, systemic racism, and implicit bias. Our clients include children, low-wage workers, domestic violence survivors, individuals with disabilities, seniors, and immigrants.

About the Position

With the passage of Right to Counsel in 2022, NHLAA and our statewide partners have been presented with the opportunity to transform the representation of people, primarily from low-income communities of color, facing eviction in housing court. As part of this transformation, we strive to ensure the protection of summary process and fair housing rights, maintain housing stability, and minimize the harm from eviction records.

NHLAA is seeking to hire an attorney to join its busy housing unit. Candidates should demonstrate a passion for public interest law and social justice and want to work closely with communities burdened by systemic socioeconomic barriers to prevent eviction and homelessness. The attorney will be expected to thoughtfully work with our NHLAA team, clients, and community groups to resolve individual issues, as well as systemic issues related to the eviction process. The attorney will represent clients in summary process eviction cases, as well as represent clients in court hearings, engage in negotiated settlements, and work with local social service providers that may support the client.

In addition to representing tenants in eviction proceedings in court, the position presents opportunities to work closely with community organizations, to change the culture of the courts as part of a growing cohort that will transform landlord-tenant relations over the coming years.

Job Duties

- Provide full legal representation in housing court proceedings to New Haven area tenants as part of the right to counsel system of representation;
- Provide legal advice and counseling to tenants as needed;
- Litigate cases in housing court, administrative forums, appellate courts, and other state and federal courts on behalf of people facing eviction;
- Identify trends and recurring issues for potential impact litigation;
- Represent tenants in affirmative litigation where required;

- Provide trainings to other advocates, tenant associations, community members, and community groups;
- Conduct neighborhood-based legal clinics and know-your-rights workshops.

Qualifications

- Juris Doctor (JD) degree and active license to practice law in Connecticut preferred. Candidates eligible for admission by waiver will also be considered.
- Bilingual Spanish-speaking ability a plus.
- Ability to work with clients from diverse cultural and socioeconomic backgrounds.
- Excellent writing, analytical, and organizational skills.
- Ability to manage a high volume of cases.
- Excellent written and verbal communication skills, and ability to present to diverse audiences, specifically racially, ethnically, and socioeconomically diverse communities.
- Ability to work independently and collaboratively.
- Strong time management and organization skills including the ability to handle a diverse, fast paced caseload generated by a "right to counsel" intake where all clients have a legal entitlement to representation.
- Experience with housing law and courtroom experience are preferred but not required; training will be provided for this position.
- Access to an automobile, insured and licensed to drive in CT.

Location

- NHLAA's primary office is located in New Haven. Travel to courts in our service area and to our satellite office in Derby, Connecticut will also be required.

Start Date

- As soon as possible.

Compensation

- Salary will be based on experience and determined in accordance with the collective bargaining agreement and the salary scale. The anticipated salary range for this position is $66,500 to $141,096 annually. For reference, an attorney with 10 years of legal experience will have a starting salary of $92,600. We offer generous benefits, including a 403(b)-retirement plan; health, dental, vision, and short-term disability insurance; sick leave; vacation; most observed state and federal holidays; and loan repayment assistance.

Application Instructions

- Please send a cover letter, resume, and list of at least three references to **Employment@nhlegal.org**. NHLAA invites all applicants to include in their cover letter a statement about how their unique background and/or experiences might contribute to the diversity, cultural vitality, and perspective of our staff and legal services practice.

NEW HAVEN LEGAL ASSISTANCE ASSOCIATION, INC.

Equal Opportunity Employer Statement

- New Haven Legal Assistance is an Equal Opportunity Employer. We are committed to providing equal employment opportunities to all individuals regardless of age, race, color, national origin, citizenship status, disability (physical or mental), religion, creed, sex, gender, gender identity and/or expression, sexual orientation, marital status, genetic information, or any other characteristic protected by federal, state, or local law.