

Job Announcement Civil Rights Counsel

(Minimum of 5 years' experience required)

Location: Washington, DC; remote work optional

The National Fair Housing Alliance (NFHA) seeks a creative and dynamic civil rights attorney with fair housing or related civil rights legal experience to assist with NFHA's broad enforcement docket and policy advocacy agenda. NFHA is a national civil rights office based in Washington DC that serves as the trade association for a consortium of private, non-profit fair housing organizations from throughout the United States. NFHA and its member organizations are dedicated to promoting equal housing, lending, and insurance opportunities through enforcement, advocacy, training, and research. NFHA pursues cutting-edge litigation under the federal Fair Housing Act, often utilizing testing-based evidence and working in partnership with its network of local fair housing centers. NFHA also files amicus briefs to promote sound fair housing jurisprudence. In addition, NFHA engages with Congress, federal regulatory agencies, and the White House to protect fair housing tools and resources, and advocates for more equitable federal housing policies. For more information about NFHA, visit www.nationalfairhousing.org.

Position Summary:

The Civil Rights Counsel will assist with forwarding NFHA's systemic investigations and enforcement efforts, including developing litigation and administrative complaints against entities engaged in providing, financing, and/or building housing in a discriminatory manner. The Civil Rights Counsel will also assist with providing technical support to NFHA member organizations on enforcement matters. Finally, the Civil Rights Counsel will support NFHA's federal public policy advocacy.

Responsibilities:

- Engage with a wide range of partners including non-profit and public-interest organizations, both legal and non-legal, as well as firm attorneys;
- Help develop strategies to address some of the pressing fair housing issues related to housing discrimination and segregation;
- Coordinate with NFHA's team of investigators and develop new cases;
- Pursue litigation strategies that include legislative or administrative advocacy, including filing complex litigation cases, filing amicus briefs, and engaging in public education;
- Where appropriate, litigate in federal and/or state courts, including appellate courts, throughout the country; this includes performing legal research, writing legal memoranda, drafting pleadings and briefs, engaging in discovery and motion practice, conducting evidentiary hearings and oral arguments, and trying cases;
- Engage in public speaking;
- Write op-eds and articles articulating NFHA's positions on fair housing policy matters as well as on various civil rights and social justice issues;

- Engage in public policy advocacy associated with proposed fair housing legislation, regulations, and policies, including editing legislative proposals, drafting agency regulation comment letters, and related research;
 - Provide training and/or consulting services to member fair housing organizations and industry; and
 - Demonstrate a commitment to diversity and equity within and outside the office and an ability to implement an advocacy-driven approach to the work.
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Preferred Qualifications:

- Graduation from an accredited law school;
 - 5+ years of post-JD legal experience;
 - Experience as a civil rights attorney or as a litigator with substantial experience in civil rights enforcement;
 - Experience developing legal training programs and conducting trainings to groups of various sizes;
 - Experience working on issues related to fair housing is desirable;
 - Experience managing and leading diverse coalitions and working directly with communities of color or other traditionally underserved communities;
 - Experience providing support to pro bono attorneys is desirable;
 - Strong advocacy, organizing, and coalition-building skills;
 - Demonstrated commitment to the advancement of civil rights and racial justice;
 - Excellent legal research and writing skills;
 - Ability to produce high quality work under pressure of multiple deadlines;
 - Organized and capable of leading and collaborating with multiple partners, including co-counsel and other non-profits, to develop complex litigation and manage multiple litigation projects simultaneously;
 - Excellent interpersonal and communication skills;
 - Strong intellect and ability to analyze issues and convey written information in a clear, concise, accurate, organized, and convincing manner;
 - Ability to travel up to ten percent in a non-COVID environment; and
 - Motivated with demonstrated initiative to take on additional responsibilities as appropriate.
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Application Process:

Salary commensurate with experience with health, vision, dental, and retirement benefit plans provided. NFHA is an equal opportunity employer that values and encourages diversity in its workforce. Interested applicants should send PDFs of your letter of interest, resume, professional writing sample no longer than five pages, and three professional references (please include their relationship to you). Please state in your letter of interest how you learned of this position and your salary requirement.

Attn: Personnel via email at personnel@nationalfairhousing.org. No telephone calls, please.

Applications will be accepted until the position is filled at which time the posting will be removed from the NFHA website.