

Job Title:	Senior Staff Attorney	Salary:	\$80,000 - \$85,000/yr
Reports to:	Managing Attorney	Benefits Include:	Employer-Paid Medical & Dental Insurance, Vacation/Sick PTO, 12 Holidays, 403B Retirement Plan, & Prof. Development Opportunities
Status:	Full Time, Exempt		
Location:	Hybrid (Remote & In-Person)		

ABOUT THE ORGANIZATION

Fair Share Housing Center (FSHC) is a 501(c)3 nonprofit organization that enforces the Mount Laurel Doctrine, a series of landmark NJ Supreme Court cases that created a constitutional obligation for all municipalities to provide their fair share of affordable housing. Through legal means and policy advocacy, FSHC fights for racial and economic justice in New Jersey and beyond and seeks to create inclusive, thriving communities. We envision a world where everyone has a safe, healthy, affordable place to call home.

ABOUT THE POSITION

The Senior Staff Attorney plays a critical role in advancing FSHC's mission by leading complex litigation, providing strategic legal counsel, and advocating for fair housing policies. This position requires a deep commitment to social justice, strong litigation and mediation skills, strong supervisory and project management skills, and the ability to work collaboratively with diverse stakeholders and staff. Success in this role will require demonstrated skills in creatively using legal knowledge in a broad range of forums and settings to protect the rights of lower-income people and people of color.

PRIMARY DUTIES & RESPONSIBILITIES

- Lead and manage complex litigation cases related to fair housing and other mission-related issues
- Conduct legal research, draft motions and briefs, and represent FSHC in court
- Strategize, plan for, and attend mediations between interested parties
- Collaborate with co-counsel, experts, and other stakeholders to develop and implement legal strategies
- Provide legal analysis and support for policy initiatives and legislative advocacy
- Engage in coalition-building and represent FSHC in meetings with policymakers, community organizations, and other stakeholders
- Review compliance with fair housing settlements through analyzing proposed municipal ordinances, policies, and plans
- Assist in the development and implementation of FSHC's strategic goals and initiatives
- Supervise, mentor, and provide guidance to junior attorneys, fellows, and interns

QUALIFICATIONS

FSHC recognizes that an individual's experience is gained through a wide and diverse range of personal, professional, and educational opportunities. When reviewing applications, we take a broad look at the combined experiences of each candidate. Research has shown that candidates from traditionally marginalized communities often don't apply for jobs if they don't meet every single qualification. If you think you can do this job but don't meet every qualification, we encourage you to still apply. Below are the skills and values we prioritize:

- Demonstrated commitment to racial & economic justice
- Juris Doctor (J.D.) degree from an accredited law school
- Admission to the bar in New Jersey
- 5-7 years of experience in civil rights, fair housing, or related public interest law (judicial clerkships may be considered towards this experience level)
- Experience working as a lawyer with communities of color on advancing racial and economic justice
- Courtroom and mediation/negotiation experience
- Experience directly supervising, mentoring, and providing guidance to junior attorneys, fellows, and interns
- Excellent legal research, writing, and oral advocacy skills
- Strong interpersonal and communication skills
- Ability to manage multiple priorities and work independently and collaboratively in a fast-paced environment
- Ability to maintain confidentiality

PHYSICAL DEMANDS

The physical demands described here are representative of what is typically required to perform the essential functions of this role. We are committed to creating an inclusive and equitable work environment and will provide reasonable accommodations to support individuals with disabilities in fulfilling these essential functions. These physical demands include: sitting for long periods of time; extensive use of a computer and keyboard, including typing and reviewing documents on a screen; effective communication with team members and external stakeholders, which may involve phone calls, participating in video conferences, and written communications; operating office equipment, including computers, printers, and telephones, which may involve reaching, bending, and lifting small office supplies and materials; frequent travel to attend meetings, court appearances, or events, which may involve sitting for extended periods during transportation.

LOCATION

FSHC is a hybrid workplace, meaning work will be done remotely and in person. This position requires significant travel within the state of New Jersey to attend court appearances, as well as occasional evening and weekend commitments. The individual hired will be required to participate in in-person meetings at Fair Share Housing Center's offices in Cherry Hill a minimum of once per month.

EQUAL EMPLOYMENT OPPORTUNITY

Fair Share Housing Center is an Equal Employment Opportunity Employer. We are committed to providing an environment of mutual respect, free from harassment and discrimination, where equal opportunities are available to all applicants and employees without regard to race, color, religion, sex, pregnancy, national origin, age, physical and mental disability, marital status, sexual orientation, gender identity, gender expression, genetic information, military and veteran status, and any other characteristic protected by applicable law.

FSHC believes that diversity and inclusion among our employees are critical to our success, and we seek to recruit, develop, and retain the most talented people from a diverse candidate pool. Decisions related to hiring, compensating, training, evaluating performance, or terminating are made fairly and are based on merit, competence, and qualifications. FSHC is also committed to making our application process accessible to individuals with disabilities and will provide reasonable accommodations upon request.

HOW TO APPLY

Interested applicants should submit a Resume, Cover Letter, and *Writing Sample online at <https://fairsharehousing.bamboohr.com/careers>

*As part of the application process for the Senior Staff Attorney position, we kindly request that you provide a writing sample. This sample should reflect your legal expertise, analytical skills, and experience in handling complex legal matters. Ideally, it should be a document that you have authored, such as a brief, memorandum, or legal opinion, that best showcases your abilities in this role. Please ensure that any confidential or sensitive information is appropriately redacted.

All applicants will receive an acknowledgement that their application has been received. Only those candidates selected for further consideration will be contacted directly by our hiring team. Applications will be accepted on a rolling basis until the position is filled.