

if when how

Lawyering for Reproductive Justice

Job Title: Litigation Counsel

Reports to: Senior Litigation Counsel

FLSA Status: Full Time Exempt

Start Date: Jun 1, 2023

If/When/How: Lawyering for Reproductive Justice transforms the law and policy landscape through advocacy, support, and organizing so all people have the power to determine *if, when, and how* to define, create, and sustain families with dignity and to actualize sexual and reproductive wellbeing on their own terms. We are the leading edge reproductive justice lawyering organization on the ground, representing people in crisis, reshaping law, and making just policy as we build a stronger, progressive base of legal stakeholders invested in these issues and networked to one another.

POSITION SUMMARY:

If/When/How seeks an attorney with 3-5 years of criminal defense experience, including felony trial experience, to join our work to defend people criminalized for their reproductive lives. The **Litigation Counsel**, working with the Litigation Team, will be responsible for providing representation and/or technical consultation to local counsel on behalf of people criminalized for self-managing their abortion or experiencing a pregnancy loss. The ideal candidate will bring a demonstrated commitment to social justice lawyering and a passion for fighting for racial and reproductive justice. Experience working in rural communities is a plus, and public defense/indigent defense background is strongly preferred.

COMPENSATION: \$75,000 - \$85,000 depending on experience

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Investigate, prepare, and defend criminal cases in state and federal courts.
- Contribute legal research and analysis to inform strategy.
- Conduct investigative work, including client intake and witness interviews.
- Draft pleadings, engage in discovery and motions practice, participate in evidentiary hearings, oral arguments and/or trial, write trial briefs, amicus briefs and appellate briefs in collaboration with the Litigation Team.
- In partnership with the Legal Support team, review and respond to requests for legal assistance from people who fear a law enforcement response to a reproductive experience.
- Along with Senior Litigation Counsel, develop new and implement existing training programs for criminal defense attorneys.

OTHER DUTIES

- Participate in staff meetings, department meetings, trainings, and retreats.
- Willingness to participate in internal volunteer committees to help co-create a vibrant, equitable, and collegial work environment.

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EDUCATION AND EXPERIENCE:

Required:

- J.D.
- Bar admission in one or more states
- Minimum 3-5 years of criminal defense experience, including felony trial experience

Strongly preferred:

- Public defense/indigent defense background

Plus:

- Prior experience working in rural counties
- Comfort with public speaking and experience facilitating trainings
- Experience with holistic defense models

KNOWLEDGE, SKILLS AND ABILITIES:

- Commitment to social justice and racial justice/anti-racist principles.
- Familiarity with reproductive health, rights, and justice issues and frameworks.
- Self-motivated, independent worker who can prioritize tasks and efficiently manage multiple projects at once.
- Collaborative team player with ability to give and receive constructive feedback.
- Superior written and oral communication.
- Flexibility and adaptability to change and growth.
- Ability to thrive in a remote workplace and willingness to build relationships virtually.
- Strong proficiency with Microsoft Office, including Word, Excel, and PowerPoint.
- Proficiency with legal research tools such as LexisNexis or Westlaw.

ORGANIZATIONAL RELATIONSHIPS:

Reports to Senior Litigation Counsel and works closely with the Litigation Team. The Litigation Team is part of the Legal & Policy Department and collaborates frequently with the Repro Legal Defense Fund, the Movement Building Department, and the Communications Department.

WORK ENVIRONMENT:

If/When/How maintains a virtual office and supports remote working and flexible work days, including a 4-day work week. Reimbursements for home office equipment and supplies are available. Occasionally, employees may be expected to be available during off-hours and/or to attend events (e.g., conferences, staff retreats) on nights or weekends.

PHYSICAL DEMANDS:

Most work will be done on a computer (although attending conferences may require transporting materials and the ability to carry 10 lbs). Requires typing and participating in meetings (live and virtual). Reasonable accommodations will be made to enable individuals with disabilities to perform these and other essential functions.

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TRAVEL: Travel is limited due to the ongoing COVID-19 pandemic, but may resume at normal levels in 2023. Willingness to travel for cases and training, as needed, within the continental U.S. Typically: travel may be required to support teamwork and attend staff retreats, conferences, and professional development opportunities.

BENEFITS: If/When/How provides a generous benefits package consisting of fully paid insurance coverage for health, vision, dental, life, and disability; flexible spending accounts (FSA) for health, dependent care, and transportation; retirement plan; sick leave, vacation (starting at 15 days a year, upfront), and holidays; 4-day work week; plus a one-week office closure in December. Employees also receive generous professional development stipends and paid memberships to professional associations.

START DATE: June 1, 2023 (start date has some flexibility)

HOW TO APPLY:

Applications will be accepted **until 5:00pm ET on April 10, 2023**. Interviews may begin sooner than the deadline, but we will consider all applications submitted by the deadline.

Send the following in PDF format with subject "Litigation Counsel" to opportunities@ifwhenhow.org:

- Cover letter that (1) speaks to how your experience and skill set meet the qualifications for this role; (2) lists how you heard about this position; and (3) discusses your commitment to social, racial, and reproductive justice;
- Resumé;
- Writing sample - motion or brief with redactions, if needed
- List of three (3) references with contact (name and pronouns) and relationship information (title, where/when you worked together, and LinkedIn profile, if available)

If/When/How: Lawyering for Reproductive Justice is an "at-will" and equal opportunity employer, committed to attracting, developing, and retaining exceptional people. We welcome and encourage applicants with diverse experiences, identities, and educational backgrounds. Applicants and employees shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, mental or physical disability, sexual orientation, gender (including pregnancy and gender expression) identity, color, marital status, veteran status, medical condition, or any other classification protected by federal, state, or local law or ordinance.