



Equal Rights Advocates

Since 1974, Fighting for Women's Equality

Title: Staff Attorney
Reports to: Managing Attorney
Supervises: Law clerks and Fellows
Classification: Full-time, exempt

Position Summary: ERA's mission is to protect and secure equal rights and economic opportunities for women and girls through litigation and advocacy. ERA is seeking a senior-level attorney with experience in plaintiff's employment law, impact litigation, class actions, and public interest programmatic work. This staff attorney will be one of the attorneys responsible for developing and handling all aspects of civil litigation consistent with the mission of ERA. This attorney will also have responsibility for leading and participating in broader ERA projects and campaigns. This attorney will serve as a resource on substantive employment discrimination law and other areas of gender discrimination law to ERA law clerks and fellows.

Essential Functions

- Serve as lead and co-counsel in all phases of state and federal court litigation from initial case development through trial and appeal, including initiating and managing litigation. Litigation docket to include primarily class action cases. Devise and execute strategic plans in complex litigation.
- Develop potential litigation consistent with ERA's mission and project areas, particularly in target communities and industries. Present potential litigation for approval, including anticipated budget and legal theories.
- Serve as lead in one of ERA's several existing campaigns and projects, which will include litigation, policy/legislative work, community outreach and education, and media.
- Develop and participate in media and communications strategies for ERA work.
- Participate as necessary in meetings with ERA Board of Directors and subcommittees.
- Supervise and train law fellows and law clerks.
- Develop and present community education programs related to ERA's work.
- Draft policy advocacy documents such as public comments and letters.
- Research and/or prepare amicus briefs.
- Assist ERA's development department in fundraising and fund reporting related to the attorney's work areas.

Minimum Qualifications

- Juris Doctor Degree and admitted to practice in California state and federal courts.
- **Minimum** 7 years of litigation experience that includes experience as lead counsel and in class actions.
- Experience developing and litigating state and federal civil rights cases through all phases, including appeal and settlement. Plaintiffs' employment law knowledge strongly preferred.
- Demonstrated ability to work with a diverse group of co-workers, law clerks, volunteers, clients, and communities targeted by ERA's outreach and litigation development efforts.
- Community outreach and education experience.
- Supervisory experience.
- Computer literacy (Microsoft Outlook, Word)

Knowledge, Skills, and Abilities:

- Interest in and dedication to the achievement of full civil rights for women and girls.
- Knowledge and awareness of local, regional, and national issues affecting women and girls.
- Commitment and ability to work with low-income communities, immigrant women, and/or women of color.
- Excellent research, writing, and communication skills.
- Project management experience/skills.
- Media experience.
- Ability to supervise, work collaboratively with, and provide guidance to law fellows and law clerks.
- Commitment to building organizational capacity and reach.
- Willingness and ability to travel when required.
- Ability to work as a member of a team and to work independently and produce high-quality work with exceptional attention to detail and accuracy.
- Ability to prioritize and coordinate tasks in order to meet deadlines while remaining flexible to task changes.
- Fluency in Spanish or Asian/South Asian language highly desirable.

ERA provides generous benefits including medical, dental, life, and disability insurance; three weeks vacation the first year of employment, increasing to four weeks after one year, and thirteen paid holidays.

All inquiries will be considered confidential.

Application Deadline: The position will remain open until filled.

Please submit cover letter, resume and salary requirements by mail or e-mail to:

Hiring Coordinator
Equal Rights Advocates
180 Howard Street, Suite 300
San Francisco, CA 94105

jobapplicants@equalrights.org

Equal Rights Advocates is an equal opportunity/affirmative action employer and actively recruits women, people of color, persons with disabilities, and LGBTQI individuals.