



Senior Staff Attorney – Fair Housing

SUMMARY

The National Housing Law Project (NHLP) seeks a Senior Staff Attorney to help support and coordinate our fair housing work, which focuses on protecting the rights of immigrants, survivors of gender-based violence, people with disabilities and LGBTQ+ individuals in federally-assisted housing programs. We expect efforts by the federal government to weaken fair housing policy and enforcement. This position will help lead NHLP's response to those efforts. This is a dynamic position that will allow the attorney to work with advocates throughout the country and with a tremendous team at NHLP.

ABOUT NHLP

The National Housing Law Project's mission is to advance housing justice for poor people and communities. We achieve this by strengthening and enforcing the rights of tenants, increasing housing opportunities for underserved communities, and preserving and expanding the nation's supply of safe and affordable homes. NHLP works at the crossroads of housing and community development advocacy, legal services for the poor, and civil rights. We believe that access to safe, decent, and affordable housing is a fundamental human right that should be enjoyed by everyone. Our work is grounded in the realities that shape poor people's housing choices. Housing security is an essential component of racial and civil equality and a critical foundation for education, health, employment, social engagement, and opportunity. We provide communities and their advocates with the tools they need to advance those rights. NHLP has offices in San Francisco and Washington DC.

The National Housing Law Project is committed to an environment of inclusion and equitable opportunity for members of the Housing Justice Network, our partner organizations, clients, staff, and board. We seek to hire individuals from diverse backgrounds, especially people with lived experiences impacted by housing insecurity and discrimination, or who have experienced the intersection of multiple systems of discrimination. We actively promote mutual respect, acceptance, appreciation, and teamwork across all lines of difference.

SCOPE OF THE POSITION

The Senior Staff Attorney will help support and coordinate NHLP's fair housing work across the organization and with external partners. This work includes policy advocacy at the federal level to defend, implement, and enforce fair housing rights. This work also includes support for

advocates working to create and strengthen state and local fair housing protections. NHLP engages with many of the 2,000 members of its Housing Justice Network to support fair housing protections at the federal, state and local level using a variety of methods, including policy advocacy, litigation, training, and technical assistance.

This position will involve interaction with people from many different organizations and a range of stakeholders (advocates, organizers, government, policy makers, etc.). The Senior Staff Attorney will collaborate with NHLP staff and other organizations on campaigns to promote and defend fair housing rights in the federally-assisted housing programs, with a focus on the fair housing rights of immigrants, survivors of gender-based violence, people with disabilities, and LGBTQ+ individuals. The position is responsible for providing substantive legal and technical support to housing attorneys, other housing advocates, resident organizations and nonprofit agencies in furtherance of fair housing implementation and enforcement. This position is also responsible for providing training, and drafting and editing publications, reports, articles and other materials. With the support of NHLP's Director of Litigation, the Senior Staff Attorney will have the opportunity to pursue impact litigation (co-counseling and litigation support) of fair housing cases.

NHLP delivers most of its services by phone, video or email, although the staff attorney may occasionally travel for litigation, policy advocacy, conferences or to provide in-person trainings. The attorney can be located anywhere in the United States with remote options available. NHLP has physical offices in San Francisco and Washington DC.

REQUISITE SKILLS

- J.D. degree and a license to practice law
- A minimum of 10 years of relevant legal experience
- A demonstrated, strong commitment to advancing the housing rights and interests of very low-income persons and households
- Understanding of and work experience with fair housing laws and the Violence Against Women Act is required
- Understanding of and work experience with the federally-assisted housing programs is required
- Strong interpersonal and relationship-building skills in a variety of contexts with a variety of stakeholders (e.g. advocates, organizers, government, policy makers)
- Excellent research and analytical skills
- Excellent oral and written communication skills (written, verbal, non-verbal)
- A demonstrated, strong commitment to advancing racial justice, diversity, and inclusion
- Ability to effectively manage one's time and attention between urgent deadlines and long-term projects in an organized way
- Enjoy working collaboratively in a team setting

SALARY AND BENEFITS

Salary will depend on the qualifications of the applicant but will be tied to NHLP's attorney salary scale. The salary scale is dependent on years of professional legal experience. For example, the salary for attorneys with 10 years of experience is \$115,000. For attorneys with more than 15 years of experience, the salary scale begins at \$128,000. NHLP provides fully paid health, dental, vision and other insurance for its employees. NHLP also contributes 3% of salary to an employer-sponsored 401(k).

APPLICATION INSTRUCTIONS

Applications should include the name of the position in the subject line. Please email the following to hr@nhlp.org :

- Cover letter (no more than 2 pages) that details your interest in NHLP and the position and briefly describes how your work experience and skills relate to the job description
- Resume
- Three references that we can contact
- A writing sample that is no more than 10 pages

The position was posted on January 23, 2025. This position will remain open until filled but an initial review of applications will occur starting on February 10, 2025. Candidates are strongly encouraged to submit their application by this initial review date.

CLASSIFICATION: **Exempt**

REPORTS TO: **Managing Attorney**

LOCATION: **Flexible, remote options available**