

JusticeMatters

Position:	Staff Attorney, Survivor/Victim Rights Law
Type:	Full Time
Status:	Exempt
Salary Range:	\$75,000 - \$80,000
Reports to:	Managing Attorney
Location:	Durham, North Carolina
Updated:	11/27/2024

Position Summary

The Survivor Rights Staff Attorney will provide trauma-informed survivor rights representation to individuals who have experienced human trafficking in order to protect survivors' due process rights and facilitate survivor/victim-witness engagement in the criminal justice system. This position will also serve as a key partner to the Leadership Team in building out a robust and cohesive Survivor Rights legal section at JusticeMatters.

The Staff Attorney should demonstrate a strong commitment to survivor empowerment and a readiness to work with immigrant communities, communities of color, and low-income communities to advance equity, resiliency, and civil rights.

Ideal candidates will have experience working with survivors of trauma and in navigating the criminal justice system.

Duties and Responsibilities

- Provide legal counsel and representation to advance survivor rights on issues related to their experience of trafficking, with emphasis on due process rights for children, survivors with limited English proficiency, and survivors providing witness testimony.
- Serve as subject-matter expert for survivor rights via methods including (i) staff-wide training and education, (ii) “know your rights” materials, (iii) case strategy, (iv) court preparation, and (v) caseload management.
- Collaborate with JusticeMatters’ Legal Services Teams to serve clients involved in the criminal justice system, ensuring coordination and alignment of resources.
- Collaborate with JusticeMatters’ Client Support Teams to plan and coordinate client support services.
- Contribute to development of the Survivor Rights Legal Section and expand opportunities for innovative program design and sustainable service delivery.
- Develop and promote partnerships with allied professionals, including pro bono and low bono attorneys, for purposes of collaboration and referrals.
- Maintain accurate and timely records for each case and update data in case management systems according to internal protocols.
- Stay current on relevant and proven practices for the provision of services by engaging in continuing education sessions, relevant training, etc.
- Attend and participate in community-based coalitions and events to enhance knowledge, networks, and responsiveness to communities served.
- Handle other tasks as requested by the Managing Attorney.
- Generally promote JusticeMatters’ mission and work.

Qualifications and Requirements

1. Law degree from an accredited law school.
2. Current membership in good standing with the North Carolina State Bar.
3. Four to six (4-6) years legal experience in criminal defense, criminal prosecution, and/or another related area of law, including experience working with survivors of crime to navigate the criminal justice system.
4. Two (2) years victim/survivor advocacy experience, or experience working with survivors of trauma, *preferred*.
5. Working knowledge of enforcement mechanisms to enforce due process rights for survivors in criminal proceedings.

6. Familiarity working with immigrant populations and an understanding of immigration consequences to criminal issues, *preferred*.
7. Demonstrated experience developing and/or managing a program or team providing direct legal services, *preferred*.
8. Excellent organizational, analytical, and writing skills; strong attention to detail.
9. Strong interpersonal, cultural humility, and cross-cultural communication skills.
10. Effective collaboration with external co-counsel and multidisciplinary professionals in the provision of legal services.
11. Ability to think strategically and creatively, solve problems, innovate, exercise initiative, manage multiple tasks/projects involving sensitive information, and make decisions under pressure, including knowing when to ask for assistance.
12. Proficiency in Google Suite and Microsoft Office Suite, and willingness to learn other case management systems.
13. The means and willingness to travel (a North Carolina driver license and regular access to a vehicle are required).
14. Impeccable integrity, judgment, and discretion.
15. Support of the Mission and Vision of JusticeMatters.
16. Affirmation of the Foundation Statement of JusticeMatters.
17. Demonstrated commitment to the Core Values of JusticeMatters.

About JusticeMatters

JusticeMatters is a faith-motivated, nonprofit law firm that addresses the roots and repercussions of human trafficking. Founded in 2009 in Durham, North Carolina, we provide trauma-informed legal services throughout North Carolina and we promote just policies and practices impacting our clients and community. Since 2011 we have been at the forefront of efforts to integrate principles of trauma-informed care in the legal profession, recognizing that the way we provide legal services—not solely the legal results we secure—holds potential to promote the wellbeing of our clients and our workforce. Our team seeks justice, strives for excellence, upholds trauma-informed principles, embraces community, and is anchored in celebration. We envision the freedom and flourishing of all.

Compensation and Benefits*

- 4-day/32-hour work week
- 20 days of paid time off
- 4 days of paid sick leave

- Health insurance coverage for employees 100% paid by JusticeMatters
- Life insurance coverage for employees 100% paid by JusticeMatters
- Health insurance for family members (paid by employee)
- Dental and vision insurance (paid by employee)
- 401(k) retirement account
- Stipend for any required licenses and professional memberships
- Access to robust and personalized professional development, including but not limited to professional conferences and ongoing psychoeducation for trauma-informed design/practice
- Flexible work schedule, with opportunities to work off-site
- Paid 12-week sabbatical after seven (7) years of service, and five (5) years, thereafter

*These details are for informational purposes, and this list is not exhaustive. Benefits are subject to policy or plan changes.

For more information about JusticeMatters, please visit our website at www.justicemattersnc.org.

Ready to Apply? Send a cover letter and resume to Director of Business Operations Santae Cooper at santae@justicemattersnc.org.