



## **JOB ANNOUNCEMENT**

### **Staff Attorney - Health Program**

#### **WHO WE ARE**

The Law Foundation of Silicon Valley advances the rights of historically excluded individuals and families across Santa Clara County through legal services, strategic advocacy, and educational outreach. We serve over 10,000 individuals and families each year through our Housing Program, Children & Youth Program, and Health Program. Our attorneys, social workers, and advocates use legal advocacy as a tool for social change by crafting inventive solutions to the legal issues facing low-income people in our region.

With a staff of 90 employees, we are the largest provider of free legal services in the South Bay region of the Bay Area. Our work is collaborative and meaningful and includes plenty of opportunities for professional growth. As a staff, we actively engage in discussions about race, equity, and inclusion, and are actively working towards a Black, Indigenous, People of Color (BIPOC)-centered legal services practice that incorporates community and movement lawyering.

Our Health Program provides free legal advice and representation to individuals living in Santa Clara County who identify as having mental health, developmental disabilities and/or HIV/AIDS. We listen to, advise, and advocate for our clients to ensure their voices are heard and their rights are protected.

#### **WHAT YOU'LL DO**

The Law Foundation seeks to hire a Health Staff Attorney to manage a caseload of direct services clients, impact litigation, and advocacy. Key responsibilities include legal assistance and representation regarding access to public benefits, consumer law, employment law, simple estate planning, and more. This role also provides technical assistance, training, and outreach to mental health providers, consumers, and community members.

#### **RESPONSIBILITIES**

- Provide legal advocacy and representation to individuals living with mental health, developmental disabilities, and other chronic health issues associated with poverty.
- Monitor mental health facilities for compliance with patients' rights laws.
- Develop and litigate cases under the relevant state and federal health and civil rights laws.
- Plan and deliver trainings, education, and outreach about mental health patients' rights and legal issues.

- Participate in community-based advocacy and legislative efforts.
- Perform administrative tasks such as data collection.
- Participate in Law Foundation activities, such as special events and other fundraisers.
- Advance the Law Foundation's race, equity, and inclusion (REI) goals and values. Model and create a respectful and inclusive work environment.
- Contribute regularly to a diverse, equitable, and inclusive work culture that encourages and celebrates differences.

## **WHO YOU ARE**

- Deeply committed to, and passionate about, the vision and mission of the Law Foundation.
- Have active California Bar Membership, or are otherwise eligible to practice law in California.
- Attorneys with 5+ year of experience (preferred)
- Have prior experience or a general understanding of public benefits programs.
- Connected to, and experience working with diverse populations including communities of color, multi-ethnic communities, the LGBTQIA+ community, trans individuals, individuals living with HIV/AIDS and/or mental health disabilities, persons experiencing homelessness and/or other chronic health conditions correlated with poverty, persons actively using drugs, and persons currently or formerly involved in the criminal legal system.
- Able to develop and conduct effective oral presentations.
- Able to negotiate solutions to problems between clients and other parties.
- Able to analyze, write and present ideas and legal concepts clearly and concisely.
- Able to litigate a case from beginning to end.
- Able to work sensitively and productively to identify, investigate, and resolve client problems.
- Passionate and able to thoughtfully contribute to conversations and work regarding civil rights, social justice, and race equity.
- Excellent verbal, interpersonal, writing, interviewing, and organizational skills.
- Able to work independently and effectively work as a part of a team.
- Have a valid driver's license with a good driving record, or other transportation to attend hearings, home visits, and outreach presentations.
- Are bilingual in English and Spanish or Vietnamese (preferred).
- Are skilled in the use of the Microsoft Office Suite.
- Physical Requirements: Frequent use of computer keyboard and other office equipment. Able to assess home and institutional environments with smoke or other potentially sensitive qualities.

## **WHAT WE OFFER**

The salary scale for this position is \$70,000 - \$98,000 compensation based upon bar admission date and comparable experience and is determined by the wage table of the current Collective Bargaining Agreement between SEIU Local 521 and the Law Foundation.

Excellent benefits are provided including:

- 19 paid holidays per year
- 3-5 weeks of vacation per year
- 12 days of sick leave per year
- Fully paid medical, dental, and vision insurance premiums

- A robust Employee Assistance Program that includes free/discounted mental health therapy and wellness services for employees and their dependents
- A 401(k) retirement plan with employer contributions
- A sabbatical after 5 years of employment
- An annual budget for professional development
- An additional monthly stipend for those who are bilingual and utilize their language abilities in the course of their job

#### Remote work:

- Due to the COVID-19 pandemic, employees are currently working remotely for the foreseeable future, subject to some exceptions.
- We have also implemented rigorous health and safety protocols to minimize risk of exposure for staff who occasionally need, or want, to work from the San Jose office.
- All employees are issued Law Foundation computers and provided appropriate supplies to work from home.
- We are open to providing flexibility regarding work schedules and locations to the extent feasible for each position.
- More information regarding the Law Foundation is available here: [www.lawfoundation.org](http://www.lawfoundation.org)

### **EQUAL OPPORTUNITY EMPLOYMENT**

The Law Foundation is an Equal Opportunity Employer/Affirmative Action Employer. We strongly encourage people of color, women, people living with disabilities, older people, and lesbian, gay, bisexual, and transgender people to apply. It is the policy of the Law Foundation to prohibit discrimination and harassment of any type and to afford equal employment opportunities to employees and applicants, without regard to race, color, ethnicity, ancestry, religion, age, sex, gender, sexual orientation, gender identity/expression, pregnancy, medical condition or genetic information, veteran status, national origin, disability, marital or other protected status. The Law Foundation will conform to the spirit, as well as the letter of all applicable laws and regulations.

Candidates from historically excluded communities including from different racial, ethnic, cultural and linguistic backgrounds, persons living with disabilities, and members of the LGBTQIA+ community encouraged to apply.

### **HOW TO APPLY**

Applications will be reviewed on a rolling basis until positions are filled. Please submit the following items via email to [jobs@lawfoundation.org](mailto:jobs@lawfoundation.org): (1) Your resume and (2) A cover letter that explains your interest in the position and The Law Foundation, and also addresses this question:

- *To best serve our clients and our community, the Law Foundation is committed to creating a diverse and inclusive workplace in which differences are acknowledged and valued. How has your personal background or professional experiences prepared you to contribute to, and advocate for, social justice, race equity, and diversity within the Law Foundation and for the communities we serve?*