



POSITION ANNOUNCEMENT

**Staff Attorney
FreeState Justice
Baltimore, MD**

FreeState Justice seeks an analytical, kind, and experienced staff attorney to advocate for civil rights for vulnerable LGBTQ+ Marylanders. The position is grant funded through the Governor's Office of Crime Control and Prevention. The staff attorney reports directly to FreeState's Managing Attorney. This is a full-time, newly-created experienced staff attorney position, with approximately 75% of the attorney's time dedicated to litigation and the balance focused on policy advocacy and outreach. A deep commitment to working in partnership with transgender and gender-non conforming people and communities of color is required.

Position Summary: The staff attorney will primarily maintain a diverse caseload of cutting edge, complex cases relating to civil matters arising out of one's gender identity or sexual orientation, including civil rights, healthcare, family law, elder law, conditions of confinement, and other matters. In addition, the attorney will advocate for legal and policy change to advance the rights of LGBTQ+ Marylanders; engage with our community through establishing equitable relationships and community education; and work with the Managing Attorney and litigation team to continue building FreeState into a national model for state-level LGBTQ+ issue and LGBTQ+-specific direct legal services and impact litigation.

About FreeState: FreeState Justice is a 501(c)(3) social justice organization that envisions a Maryland where people across the spectrum of lesbian, gay, bisexual, transgender, and queer identities are free to live authentically, with safety and dignity, in all communities throughout our state. Our work brings to the forefront the experiences of those of us at greater risk for discrimination, such as youth, communities of color, individuals with low-incomes, and transgender and gender non-conforming people.

FreeState Justice provides free legal representation and policy advocacy in areas arising from a person's LGBTQ status, such as health care discrimination, safe and equal access to school services, family law matters, name and gender changes, and discrimination in places of public accommodation. Services, both legal and policy-focused, are provided by staff attorneys, as well as by volunteer attorneys who serve on FreeState's pro bono panel, and student interns.

More information about the organization can be found at www.freestate-justice.org.

Reports To: Managing Attorney

Responsibilities:

Direct Civil Legal Services

- Maintain a diverse caseload of cutting edge, complex cases relating to civil matters arising out of one's gender identity or sexual orientation, including civil rights, healthcare, family law, elder law, conditions of confinement, and other matters.

- Conduct litigation in a variety of state, federal, and administrative forums with a high degree of independence.
- Maintain or develop subject matter expertise on issues relating to civil rights for LGBTQ+ Marylanders.
- Work with the litigation team in responding to requests for assistance, case development, case management, and identifying potential issues for impact litigation.
- Assist with grant reports.

Policy Advocacy

- Assist with FreeState's policy advocacy as necessary through policy research, attending meetings and hearings, and working with coalition partners.

Public Education

- Develop presentations, written resources, and other educational materials for community members on various LGBTQ+ legal issues, including conducting teach-ins, presenting at meetings and webinars, and other community education.
- Staff legal clinics and other community outreach events, including on evenings and weekends, as needed.

Qualifications: An ideal candidate will possess the following qualities:

- Demonstrated commitment to working within marginalized communities, including experience working with transgender people, people of color, and other marginalized people is required.
- Juris Doctor degree, with at least five years of complex civil litigation experience, including development and management of cases. Law school clinical work, a judicial clerkship, working within marginalized communities, or relevant journal, trial team, or moot court experience may be considered as part of the requisite amount of experience.
- Admission to practice law in Maryland or willingness to take the Maryland Bar at next sitting.
- A creative legal thinker who loves to write, with exceptional analytical, writing, legal research, negotiation, and oral advocacy skills.
- An ability to serve individuals across lines of difference, and who may also be in crisis, with empathy and kindness.
- A love for lawyering, a consistent desire to improve your craft, and a passion to serve clients well.
- Experience practicing in areas of law involving complex statutory and/or administrative schemes.
- Highly self-motivated, keen attention-to-detail, and well-organized, especially under tight deadlines.
- Collaborative and flexible attitude, with a heavy dash of grit, and a sense of humor.

Salary: FreeState Justice offers a competitive salary, commensurate with experience. The salary range for this position is \$59,000 to \$61,000 annually.

Benefits: FreeState Justice offers a competitive benefits package. Benefits include: medical, dental, and vision benefits; 403(b) retirement savings account; 11 paid holidays, 20 days of paid time off annually, and 10 days of paid sick leave.

How to Apply: Interested candidates should send a one-page cover letter, resume, list of three references, and a writing sample that is no longer than 5 pages to Ashley Flores-Maldonado at afmaldonado@freestate-justice.org and complete a candidate intake form at the following URL: www.freestate-justice.org/careers. If necessary, questions may be directed via email to Ashley Flores-Maldonado; no calls please. More information about the organization can be found at www.freestate-justice.org.

Applications will be accepted until November 21. Candidates will receive an email confirming receipt of their application. We anticipate that the final interviews for this position will occur the week of November 26, and hope to make an offer by the week of December 3.

Equal Opportunity Employer: FreeState Justice is an equal opportunity employer and does not discriminate on the basis of sex, sexual orientation, gender identity or expression, race, ethnicity, national origin, religion, disability, HIV status, or any other status protected by applicable law. Transgender people, people of color, and people with disabilities are strongly encouraged to apply.