



Criminal Justice Reform Staff Attorney Position (Houston)

The Texas Civil Rights Project (“TCRP”) seeks a staff attorney who will be pivotal in advancing the goals of our Criminal Justice Reform Program. The attorney will be supervised by our Program’s director. This position is based out of our Houston office.

Interested persons should apply as soon as possible and no later than February 20, 2018. To apply, please send a cover letter, resume, writing sample, and three references to Megan Garcia at megan@texascivilrightsproject.org. Applications will be reviewed on a rolling basis.

About TCRP

In its twenty-seven year history, the Texas Civil Rights Project has brought thousands of strategic lawsuits to protect and expand voting rights, challenge the injustices in our broken criminal justice system, and advance racial and economic justice. Today — with dozens of high-caliber attorneys and professionals in Austin, Dallas, El Paso, Houston and the Rio Grande Valley and an extensive network of *pro bono* counsel and community allies — TCRP is among the most influential civil rights organizations in Texas. We are an organization that is proud of our work, welcomes innovative thinkers, and offers flexibility to different people’s styles and strengths.

Learn more at www.texascivilrightsproject.org

Key Responsibilities

Our new staff attorney will work on matters within TCRP’s Criminal Justice Reform Program, focusing on litigation and advocacy efforts that protect and improve the circumstances faced by the millions of people impacted by Texas’ unjust criminal justice system — with the ultimate goal of reducing mass incarceration and changing the narrative for criminal justice in Texas. This position will involve significant responsibility in civil litigation, and requires some travel.

Qualifications

- Minimum of five years post-J.D. experience (*i.e.*, graduation date of 2012 or earlier), with significant litigation experience
- Demonstrated ability to manage a litigation docket
- Strong basis in criminal justice and civil rights law
- Ability to build and successfully manage relationships with community groups
- Creative and innovative thinker



- Track record of working collaboratively with diverse groups of individuals
- Excellent writing and oral communication skills
- A positive, can-do attitude, with an openness to evolving responsibilities
- A team player
- Valid law license required; license to practice in Texas preferred
- Spanish language skills are a plus
- Strong Texas ties are a plus
- And, finally, the desire to be a badass TCRP attorney!

Compensation

Salary will be based on years of experience, starting at TCRP's base salary rate of \$57,200 for a first-year attorney. TCRP also offers excellent benefits, professional development opportunities and a deep commitment to a meaningful work-life balance. Benefits include: employer-paid health insurance, four weeks paid vacation, six weeks paid family leave (with avenues to extend leave to 12 weeks in total), a \$500 professional development budget annually, and extensive holidays, including a winter break between December 25th and New Year's Day.

Inclusion & Non-Discrimination

TCRP values a diverse workforce and an inclusive culture — women, people of color, individuals with disabilities, veterans, and people from other underrepresented communities are strongly encouraged to apply for this position.

We do not discriminate on the basis of race, ethnicity, national origin, age, creed, religion, physical ability, gender, gender identity or expression, pregnancy, sexual orientation, previous incarceration, veteran status, union membership or activism, or any other characteristic protected by local, state or federal law.