



## Job Announcement: Esperanza Legal Services Project (ELSP) Staff Attorney

**Status:** Full-Time, exempt

**Salary:** \$80,000-100,000/year.

**Location:** Dakota County, MN (Twin Cities Metropolitan Area)

**Reports to:** Director of Family Advocacy

### Position overview

The Esperanza Legal Services Project (ELSP) Staff Attorney is responsible for leading the new initiative of the ELSP, including planning and implementing priorities, as well as providing high quality legal information, counsel, and representation to clients.

### About us

Esperanza United mobilizes Latinas and Latin@ communities to end gender-based violence. Formerly Casa de Esperanza, Esperanza United was founded in 1982 by a small group of persevering Latinas as an emergency shelter in St. Paul, Minnesota. We continue to ground our work in community strengths and wisdom, as we serve Latin@s locally and nationwide.

### Core responsibilities

- Provide effective legal assistance to Latin@ survivors of gender-based violence and clients of the ELSP.
- Directly supervise ELSP legal coordinator.
- Assist in the development and creation of the ELSP.
- Work closely with OVW TTA providers, community partners, and program coordinator to develop appropriate policies and procedures for the ELSP.
- Work closely with family advocacy team to provide holistic case management and support.
- Successfully handle all aspects of a domestic violence family law case load, including protection orders, divorce matters, custody, and/or child support. Caseload to include brief advice, unbundled services, and full representation in court.
- Develop, promote, and participate in program initiatives to link with other community organizations to enhance Esperanza United legal services.
- Maintain knowledge of current resources offered by Esperanza United and other community organizations.
- Build and strengthen existing relationships with other community organizations, as well as identify and create new relationships, to maximize benefits and services available to ELSP clients.

## **Planning/Administrative responsibilities**

- Provide clear and timely data entry and work documentation for reporting purposes.
- Contribute to analysis of the ELSP, the organization as a whole, and community trends.
- Participate in job-related training.
- Perform administrative duties as needed.

## **Required qualifications**

### *Education and experience*

- Practice for five or more years in family law/domestic violence law/litigation.
- Membership in good standing in the Minnesota State Bar.
- Deep experience and knowledge of family/civil law, including but not limited to protection orders, custody issues, child support, divorce matters, and general knowledge of related areas of law including criminal law, public benefits, housing and immigration law.
- Extensive experience working with victim survivors of domestic violence, dating violence, sexual assault, or stalking.
- Extensive knowledge and understanding of dynamics of gender-based violence and oppression.
- Excellent litigation, organizational, and leadership skills.
- Excellent communication, analytical, and writing skills.
- Capacity to lead and direct in high-stakes legal situations.
- Excellent community engagement and public speaking skills.

### *Skills and abilities*

- Strong written, verbal, and interpersonal skills in Spanish and English.
- Ability to communicate with clients in a trauma-informed way.
- Highly responsible and accountable.
- Highly organized and detail-oriented while still able to possess a “big picture” perspective.
- Ability to work with tight deadlines.
- Ability to manage multiple priorities to ensure work is completed in a timely and productive manner.
- Strong listening skills and the ability to intervene, de-escalate, and resolve conflicts effectively and independently.
- Open to new ideas and innovation. Possesses an entrepreneurial spirit. Collaborative and dependable, non-ego driven.

## **Preferred qualifications**

- Experience working in Dakota County, Minnesota courts.
- Knowledge of the Latin@ community in the Twin Cities metro area. Bicultural experience preferred.

## **Work environment**

Esperanza United strives for a diverse, equitable, and inclusive work environment and does not discriminate on the basis of race, color, religion, creed, national origin, sex, age, (dis)ability, marital status, sexual orientation, gender identity, language, place of residence, political affiliation, veteran status, status regarding public assistance, or any other class protected by local, state, or federal law. The above statements are not intended to encompass all functions and qualifications of this position; rather, they are intended to provide a general framework of the requirements of the position. Job incumbents may be required to perform other functions not specifically addressed in this job description.

## **Our commitment and goals**

- Working through a strength-based lens and empowering participants to self-determine solutions that will work best for their unique lives.
- Satisfaction that you are supporting positive change in people's lives and helping the movement to end gender-based violence.
- Your opinion to be valued and considered when making local and national organizational decisions.
- Generous personal time off and encouragement to maintain your wellbeing and network of support.

## **To apply**

As part of the application process, please include a resume, cover letter, and a writing sample. To apply, please copy paste link below:

<https://secure5.entertimeonline.com/ta/CBIZ20595.careers?ShowJob=386220099>