

**Strategies for Youth Job Posting
Staff Attorney Position
February 2021**

Join an award-winning and growing national nonprofit dedicated to improving police/youth interactions promoting developmentally appropriate, trauma-informed and racially equitable practices, policies and partnerships.

Staff Attorney Position Overview:

Strategies for Youth is seeking an attorney to join our growing team. This position will focus on supporting and expanding SFY's youth outreach programming, building our initiative to increase developmentally appropriate, trauma-informed, racially equitable law enforcement policies, and supporting policy reforms in policing that protect and support youth.

This position requires strong writing and communication skills, project management experience and aptitude, building partnerships and collaborations, and ability to work with diverse stakeholders at the local, state and federal levels.

3 Key Responsibilities for this Position:

- Lead development and expansion of Youth Programming:
SFY's signature educational program for youth, Juvenile Justice Jeopardy, teaches youth about negotiating interactions with law enforcement and peers, understanding the legal consequences of their conduct and increasing their awareness of collateral consequences of arrest and court records. These responsibilities include:
 - creating and maintaining relationships with juvenile justice stakeholders and youth programs in communities across the country,
 - recruiting *pro bono* attorneys and community leaders to be game leaders,
 - expanding game offerings and related materials to meet newly identified needs of youth, conducting game leader trainings, & handling inquiries,
 - developing *Think About It First!* cards.

- Lead Policies Project:
SFY is initiating a project to promote adoption of developmentally appropriate, trauma-informed, racially equitable policies by law enforcement agencies. This project will require the attorney to create a database of policies, work with law enforcement agencies to draft policies, integrate case law in policy development, and prepare legal memoranda as well as update SFY's model policies for law enforcement agencies and officers.
 - Implement the Policies Project, creating system for policy collection, roll out of model policies, and creation of model policies for law enforcement agencies.

- Assist in reviewing and writing law enforcement agency policies to ensure they promote developmentally appropriate, trauma-informed, racially equitable approaches to policing youth, through review and integration of existing state laws and federal state police misconduct decisions and laws.
- Work with stakeholders to negotiate adoption of new youth policies with law enforcement agencies across the country.
- Public Policy Initiatives:
 - Represent SFY at public engagements including bar association events, legal educational panels, and conferences to present legal perspectives on SFY's mission.
 - Participate in development and communication efforts including the identification of opportunities for expansion and outreach, and the production of reports highlighting SFY achievements or victories.

Required Skills & Qualification

- Juris Doctorate (JD) from an ABA accredited law school; admission to and good standing in a state bar.
- 3-5+ years' experience of relevant litigation experience, preferably as a juvenile or adult defender with courtroom experience.
- Highly organized with excellent project management skills.
- Strong multi-tasking and prioritization abilities.
- Self-starter with a positive, can-do attitude who will work well independently as well as part of a team who brings excitement and enthusiasm for SFY's mission.
- Excellent written and oral communication skills with strong attention to detail, including:
 - Educational materials,
 - Public policy positions,
 - Communicating positions to diverse audiences.
- Ability to develop and maintain relationships with a diverse range of individuals and organizations, including stakeholders in diverse juvenile justice systems, law students, volunteers, attorneys, board members, and funders.
- Sensitivity to and familiarity with the circumstances of system-involved youth.
- Willingness to participate as part of a team effort and assist with tasks as needed in fulfillment of SFY's mission.
- Courteous demeanor with excellent judgment and a strong sense of humor.
- Proficiency with Microsoft Office and G-Suite, with ability and willingness to learn additional tools, applications, and technologies.

Preferred Skills & Qualifications

- Demonstrable project management experience.
- Experience working with law enforcement.
- Public policy experience, including community or political organizing.

Compensation

The Staff Attorney position is a 40 hour per week position with a salary range of \$75,000-\$90,000 annually, dependent on experience. Benefits may include health insurance, short-term disability insurance, long-term disability insurance, generous sick, personal, vacation, and holiday schedule, 401K employer match, partial phone reimbursement, pre-tax MBTA pass program, and coverage of annual bar dues.

Equal Opportunity Employer

Strategies for Youth is committed to diversity and inclusion and encourages applications from individuals of diverse backgrounds and experiences. Individuals who identify as people of color are strongly encouraged to apply.

COVID-19 & Remote Employment

Due to the shifting circumstances surrounding COVID-19, we are considering a fully distributed team model moving forward. While our offices are currently in Cambridge, we are open to considering a Staff Attorney working remotely.

Application Instructions

Interested candidates should submit a cover letter and resume to crw@strategiesforyouth.org with an email subject line stating "RE: Staff Attorney Position".

SFY is unable to respond to phone or social media inquiries.