

Managing Attorney - Legal Job Description

Vision - *the outcome we aspire to achieve*

We envision a Colorado where everyone has what they need to succeed.

Mission - *how we work toward our vision, what makes us unique*

To stand with diverse communities across Colorado in the fight against poverty through research, legislation and legal advocacy. Tagline: Standing with diverse communities against poverty

Core Values - *principles that guide our work and how we operate*

Equity: The barriers to success are higher for certain groups due to historical oppression, ongoing discrimination, and an economy that advantages those who have more over those who have less. We advance laws and policies that address those wrongs so everyone can have what they need to succeed.

Integrity: The design and implementation of solutions to social problems requires careful planning and community trust. We are deliberate and ethical in our work to ensure the results are reliable, unbiased, grounded in fact, and driven by our mission to end poverty.

Strategic Advocacy: Creating lasting social change requires successful implementation of effective policy. We use collaboration and research to inform our agenda and legislative and legal expertise, relationships with decision makers, and informed political strategies to advance and implement that agenda.

Collaboration: We are one part of a broader effort to eliminate poverty and ensure everyone has what they need to succeed. We stand with that anti-poverty movement and honor the combined strength that comes from trusted relationships, shared knowledge, and teamwork.

Community Engagement: People burdened by poverty and discrimination know what needs to change. We seek to understand their ideas, honor their priorities, grow their leadership, and increase their access to drive system change.

Summary

The Managing Attorney will work to advance CCLP's mission, under supervision. The Attorney works with their team to lead and advise a collaborative economic and racial equity agenda to improve the lives of Coloradans experiencing poverty. The Attorney will manage work to advance the position of CCLP to be a vital and integral part of the economic and racial equity movement in Colorado. The Attorney ensures they adhere to and advises, staff development activities, strategic and transition planning across all departments and administrative areas, opportunities for promotions, and identifying technology that aids in organizational efficiency and efficacy.



Essential Duties and Responsibilities

- Lead and manage state and/or federal litigation and/or other enforcement efforts, demonstrating strong leadership skills, under supervision of the Legal Director.
- Advise in the development of and strategy to advance the equity agenda, assess when litigation is necessary, and manage a work plan that establishes a scope of work consistent with CCLP's mission and values, utilizing input from the legal team and coordinated with other CCLP departments.
- Lead CCLP's role as a resource for fellow organizations, provides legal analysis, and drafting of complaints/motions and courtroom/hearing advocacy, works with Development Director to advise grant language and reports, and manage grant expenditures that support the policy goals of Coloradans facing poverty by leading and advising legal analysis, research and products that exemplify the highest level of quality and integrity.
- Advise CCLP's strategic efforts for purposeful and open communication, develop messaging, prepare policy and advocacy materials, press statements, editorials, and policy reports, while promoting clarity and improving productive relationships with national, state, and local organizations, coalitions, and key elected and appointed officials; lead/facilitate the Colorado Public Interest Litigation Coalition (CPIL).
- Lead and advise closely with CCLP efforts and manage CCLP's work in state and federal rule-making, representation of individual clients when representation will further systemic change; identify litigation partners/organizational co-counsels whenever possible and collaboration with partner organizations to ensure that the implementation of state programs are accessible, non-discriminatory, and consistent with CCLP's approach across areas.
- Lead and manage supervision of externs, interns, fellows, and attorneys as needed, identified goals to advance CCLP's mission, participate in and support, organization-wide activities including race equity, development of CCLP's strategic direction, fund-raising activities, all Board of Directors and Executive Leadership Team decisions, and take on other duties as assigned.

Qualifications and Job Requirements

- A J.D. from an accredited law school and license to practice law in Colorado, and a minimum of five (5) years with deep expertise in substantive work relevant to CCLP's mission, and Colorado-specific legal and legislative issues; housing issues preferred.
- Must embrace social and economic justice issues and the mission of Colorado Center on Law and Policy, including its commitment to diversity, inclusivity and equity. Must be open-



mindful and committed to collaboration, and who will treat all members of staff, our board of directors, volunteers and advocacy partners with dignity and respect, and have the ability to help CCLP build and maintain relationships and strategic alliances with people of diverse backgrounds, cultures and perspectives.

- Strong writing, problem-solving skills, and the ability to work independently, take initiative, plan to meet deadlines, and seek advice and guidance as appropriate, while continuing to develop and expand knowledge and expertise in areas of health, benefits and family economic security.
- Organized and exhibit “follow through” on tasks and goals, display a positive attitude, value working collaboratively with colleagues, show concern for people and community, and demonstrate presence, self-confidence, common sense and good listening ability.
- Excellent computer skills, including proficiency in Microsoft Word, Egnyte and comfort with Excel.
- Experience in staff supervision, is preferred, or aptitude for and willingness to learn the necessary supervision skills.

Salary and Benefits

Senior Attorney Salary Range: \$65,000 - \$80,000

Additional compensation may be considered for those interested in employing their Spanish language skills for the advancement of the mission and vision of CCLP. CCLP offers a competitive benefit package which includes, but is not limited to the following: Paid Holidays; Unlimited Paid Leave; Other Paid Leave; Short-Term Disability, Long-Term Disability, and Life Insurance; Employee Loan Solution; Financial Planning and Advisement; access to group Health, Dental and Vision Insurance, Retirement Plan – 403b and Roth options, additional Life Insurance, and more.

To Apply

To be considered for this position, please submit a cover letter, resume, and writing sample to Colorado Center on Law and Policy (CCLP) via email to info@cclponline.org and include **Managing Attorney** in the subject line. Applicants will be reviewed as they are received, and the position will be open until it is filled. No phone calls please.

CCLP encourages candidates with diverse backgrounds to apply. CCLP is an equal opportunity employer that values workplace diversity. CCLP strives to create an inclusive workplace that embraces diverse backgrounds, life experiences and perspectives. CCLP prohibits discrimination on the basis of race, creed, color, age, sex, national origin, marital status, sexual identity, sexual orientation, religious or political affiliation, disability or any other status protected under applicable law.

