

Job: Litigation Director

Location: Any of Lambda Legal's six offices - New York, Chicago, Los Angeles, Atlanta, Dallas or Washington, D.C.

Organization Background

Lambda Legal is the oldest and largest organization committed to achieving full recognition of the civil rights of lesbian, gay, bisexual, transgender, and queer (LGBTQ) people and everyone living with HIV, through impact litigation, education, and public policy work. Headquartered in New York City, Lambda Legal also has offices in Chicago, Los Angeles, Atlanta, Dallas, and Washington, DC.

Since 1973, Lambda Legal has used impact litigation and other advocacy tools to decriminalize same-sex relationships, fight HIV discrimination, win marriage equality, and advance the rights of transgender people, among other key issues impacting the lives and wellbeing of LGBTQ people. Contributions from supporters nationwide enable a budget of approximately \$19M. Clients are not charged for legal representation or advocacy, and Lambda Legal receives no government funding.

Position Overview

This position is a remarkable opportunity for an experienced, creative leader to build upon Lambda Legal's 45-year history of establishing and defending the rights of the LGBTQ community and people living with HIV. At a time when the LGBTQ community faces renewed and vicious hostility from the federal government, as well as ongoing attacks at the state and local level, the Litigation Director will need to determine how best to deploy Lambda Legal's expertise and authority to defend our gains while also continuing our progress. A member of the senior leadership team, the Litigation Director will report to the Director of Strategy. The Litigation Director will lead a team of approximately three dozen attorneys and paraprofessional staff, spread across all of Lambda Legal's six offices. This team, along with the pro bono support of dozens of leading law firms, is litigating in federal and state courts nationwide; it is the largest dedicated LGBTQ/HIV rights legal team in the world. The Litigation Director will have significant discretion in constituting a senior team, including but not limited to hiring a Deputy or Managing Attorney to assist in performing the duties listed below.

Major Duties and Responsibilities

- Leading the development and implementation of strategic priorities for the Legal Department
- Overseeing the process for selecting new cases, ensuring appropriate staffing of cases, and providing guidance on the development of specific litigation plans
- Overseeing training and performance management for the Legal Department staff through the use of performance assessment strategies and tools that provide clear and meaningful feedback; designing opportunities for leadership and advancement within the department; and promoting a culture of excellence and accountability across six offices

- Supervising and supporting the day-to-day work of Lambda Legal lawyers and paraprofessional staff, including the Legal Help Desk
- Recruiting and retaining a diverse and talented staff to maximize organizational effectiveness and create a pipeline of future leaders for the organization
- Maintaining strong and collaborative relationships with other LGBTQ litigation organizations and other key social justice partners working on related civil rights issues
- In consultation with the General Counsel, ensuring compliance with all legal and ethical obligations
- Supporting organizational efforts to shape public opinion on LGBTQ and HIV equality and well-being, in keeping with Lambda Legal's mission as an advocacy organization
- Aiding organizational efforts to cultivate and maintain financial support for the organization

Candidate Profile

The successful candidate will have:

- Juris Doctor and at least one active state bar membership in good standing
- At least fifteen years of relevant litigation experience
- Significant management, supervisory and/or leadership experience in a nonprofit legal program, or equivalent experience demonstrating outstanding skills in those areas
- A deep passion for Lambda Legal's mission, and a demonstrated commitment to social justice
- Well-developed strategic planning skills, including the ability to gather evidence and research to inform strategies, work plans, and internal results assessment
- Demonstrated commitment to and experience in team development and leadership – experience leading teams with members in multiple locations a plus
- Excellent communication and interpersonal skills, with a demonstrated ability to build and maintain relationships in diverse environments
- Sophisticated political judgment and the ability to carry out innovative advocacy strategies
- Proven ability to work efficiently in a fast-paced environment, troubleshoot, delegate responsibility, and follow projects through to completion, consistently on-schedule, without loss of attention to detail
- Ability to travel

Salary is competitive and commensurate with experience. Lambda Legal provide a generous benefits package including medical, dental, life and long-term disability insurance and vacation.

Application

Applications will be reviewed on a rolling basis until January 31, 2018. Materials received after that date may not be considered.

Applicants should email a substantive cover letter, summary of qualifications, and a current resume or CV, and any additional relevant materials the applicant wishes to be considered.

Materials should be sent by email to 2018-lig-dir@lambdalegal.org subject: Lambda Litigation Director

Lambda Legal is committed to further building and maintaining a staff that reflects the full range of LGBTQ, HIV and allied communities, and is an equal opportunity employer. People of color, transgender and gender-nonconforming people, women, people with abilities in multiple languages, immigrants, and people with disabilities, including individuals living with HIV, are encouraged to apply.