Brooklyn Legal Services seeks a staff attorney for our LGBTQ & HIV Advocacy Project.

Our Organization:

Brooklyn Legal Services, part of Legal Services NYC, provides high-quality, innovative representation to address the pressing legal needs of Brooklyn’s diverse low-income population. LSNYC and BLS pride themselves on their Diversity, Equity, Inclusion, and Belonging (DEIB) efforts. As a social justice organization, we are committed to fighting for a workplace that is as diverse, equitable, and inclusive as possible for everyone. Our DEIB committee and numerous affinity groups work to foster collegial relationships among staff and allow staff to explore and advocate for racial justice and anti-oppression growth within our organization and through our legal work. All employees are expected to learn about, seek to understand and work to realize our DEIB goals.

The LGBTQ & HIV Advocacy Project is a general practice unit designed to provide comprehensive legal services in a single location for people living with HIV/AIDS and the LGBTQ community. The Project provides representation in a broad range of civil legal issues including discrimination in housing, healthcare, employment, education, and other public accommodations; appealing wrongful denials in public assistance, social security, health insurance, and other benefits; eviction prevention; obtaining the legal name and gender marker changes; and advance directives (wills, living wills, powers of attorney, etc.). The Project also files affirmative litigation challenging discrimination and other systemic abuses faced by the LGBTQ and HIV communities.

Role & Responsibilities:

The staff attorney will be responsible for litigation, advocacy, community outreach, and education throughout Brooklyn and sometimes in other boroughs when collaborating with our community partners. There is a significant community outreach component to the work, including client intake at regular outreach clinics, sometimes after-hours; establishing relationships with community-based organizations and governmental entities that serve PLWHA and LGBTQ populations, including attending community-centered meetings and events after-hours and on weekends; and representing clients in a number of courts and administrative fora, primarily Housing Court, NY Supreme Court, Social Security hearings, and the Commission on Human Rights. Project staff attorneys regularly make home and hospital visits to meet with clients.

Experience & Qualifications:

- License to practice law in New York with a minimum of five (5) years of legal experience;
- Substantial experience working with communities affected by HIV/AIDS and/or the LGBTQ community;
- Experience providing direct legal services from a trauma-informed lens;
- Substantial experience with affirmative civil litigation;
- Experience conducting and managing discovery;
- Capacity to think creatively and strategically about how to balance litigation goals with individual client needs;
- Ability to use litigation, advocacy, and alternative dispute resolution to advance clients’ interests;
- Competency in working respectfully and effectively with BIPOC transgender, queer, and nonbinary people, those living with disabilities including HIV/AIDS, and those with low or no income.
- Humility, a keen understanding of power and privilege, and a willingness to accept input and feedback, especially from clients;
- Ability to work and finish tasks independently, and independently set and meet internal deadlines;
- Ability to work in a fast-paced environment, juggle multiple deadlines, keep clear records, communicate proactively, and remain accountable to your commitments;
- Strong legal research, analysis, writing, and public speaking skills;
- Applicants must be able to conduct outreach and education events in low-income neighborhoods.

Preferred Qualifications and Skills:

- Significant litigation experience litigating New York City and State Human Rights Laws and the Americans with Disabilities Act;
- Fluency or proficiency in one or more languages in addition to English, especially Spanish;
- Proficiency with case management software.

LSNYC acknowledges that applicants from groups that have been historically marginalized are less likely to apply for positions unless they feel that they meet 100% of a job description’s qualifications. We understand that the ideal candidate might not completely meet the criteria listed above or be equally proficient in each area; we especially encourage applicants who are impacted by LSNYC’s work to submit their application anyway.

Health Recommendation

All employees are strongly encouraged to continue to receive and maintain up-to-date Covid-19 vaccinations unless they are
unable to for medical or religious reasons.

How to Apply

Applicants should send a cover letter, resume, and two writing samples to bkhiring@lsnyc.org. Please write LGBTQHIV - ATTORNEY in the subject line of the email. Cover letters must discuss particularized interest in working with the PLWHA and LGBTQ communities in Brooklyn, NY.

Salary and benefits are determined by the LSNYC Collective Bargaining Agreement.

Legal Services NYC is an equal-opportunity employer. People of color, women, people with disabilities, gay, lesbian, bisexual, and transgender people, and people over the age of 40 are strongly encouraged to apply.

Salary Range (Based on years’ experience):

- 1-10 years: $73,593 - $96,664
- 11-20 years: $98,875 - $116,730
- 21+ years: $122,117 - $133,304