

## **Victim Rights Law Center Is Hiring**

The Victim Rights Law Center (VRLC) is growing! As the national dialogue about sexual violence expands, victim service providers are seeking to deepen their expertise and increasing numbers of sexual assault survivors are seeking legal assistance with their safety, privacy, education, housing, employment, financial stability, and immigration needs. The VRLC Oregon office has expanded our service area (and our funding!) to meet the growing demand. We need smart, talented, and compassionate attorneys to join our team, and help us lead a new response to sexual violence.

The VRLC is a nonprofit law center that provides free legal services to victims of sexual assault in Multnomah, Washington and Clackamas counties, Oregon, and throughout Massachusetts. We also provide training, consultations, tools, mentorship, and other support for attorneys and advocates nationally on the privacy and other civil legal needs of sexual assault survivors. Our mission is to provide legal representation to victims of rape and sexual assault to help them rebuild their lives, and to promote a national movement committed to seeking justice for every rape and sexual assault victim. Thanks to increased funding, we will be hiring three (3!) new attorneys in Oregon. VRLC believes that our work to end sexual violence is part of a broader, and inclusive, social justice movement. All applicants should be familiar and identify with the VRLC's mission statement and philosophy, support our commitment to providing survivor-centered legal services, and be dedicated to improving the legal response to sexual violence. Successful candidates will have a strong work ethic, excellent writing skills, and share our commitment to serving vulnerable populations. A keen sense of humor is a plus!

**Title:** Victim Rights Law Center Senior Attorney

**Status:** Full-time

The Senior Attorney will be responsible for providing and overseeing the delivery of VRLC's legal services in Oregon. This person will supervise and mentor VRLC attorneys to ensure the delivery of high quality civil legal services to sexual assault victims in the tri-county area.

**Responsibilities:**

- Oversee the direct legal services team in Portland (supervise the screening and intake process; provide team members with mentoring, skill building, professional development, and other support as needed; promote individual and team growth; oversee the weekly intake and case assessment meetings);
- Provide legal services to sexual assault survivors in the tri-county area;
- Assess and expand community outreach strategies ;
- Mentor and support pro bono attorneys representing VRLC clients;
- Monitor client services data collection; and
- Oversee grant reporting under the direction of the Director.

**Required Qualifications:**

- Admitted to practice law in Oregon 5+ years.
- Experience successfully managing a legal team.
- Excellent communication skills.
- Commitment to working with and serving vulnerable, marginalized or underserved populations.
- Valid driver's license and comfortable driving throughout the state.

**Preferred Qualifications:**

- Experience working with sexual assault survivors.
- Litigation and courtroom experience.
- Bilingual reading, writing, and speaking Spanish.
- Experience working with vulnerable, underserved or marginalized populations.

**TO APPLY: Please submit a resume and a cover letter of interest, indicating salary range, via email to [HumanResources@victimrights.org](mailto:HumanResources@victimrights.org) with the email subject line "OR Senior Attorney."** Applications that do not contain the required items will not be considered. The cover letter should also be pasted into the body of the email. Applications received before February 1<sup>st</sup> will be given priority; however, the position will remain open until filled. VRLC is an equal opportunity employer. Persons of color, women, people with disabilities, and lesbian, gay, bisexual and transgender individuals are encouraged to apply.

**Title:** Victim Rights Law Center Privacy Attorney  
**Status:** Full-time

Privacy is critically important to the safety, autonomy and recovery of victims of sexual assault, domestic violence and stalking. Sexual assault survivors tell us it is one of their greatest concerns. The VRLC's Privacy Attorney will provide legal technical assistance nationally and help implement the VRLC's Privacy Rights Project. The Privacy attorney will work collaboratively with the Director of the VRLC Oregon office to help attorneys, advocates and other victim service providers establish or expand their individual and programmatic capacity to respond to survivors' needs. The attorney will conduct legal research, create tools and resources, and provide outreach, consultation, education and training, to help providers identify and protect survivors' privacy rights. The attorney will mentor and support Office on Violence Against Women grantees nationally through in-person trainings at conferences, on webinars, and individually and programmatically both in person and remotely. Some out-of-state travel and driving is required.

Responsibilities:

- Provide legal consultation and mentorship to attorneys, advocates, and other victim service providers on victims' privacy and confidentiality rights and remedies;
- Create and deliver privacy-related webinars and in-person workshops and trainings;
- Help promote national collaborations and partnerships to advance providers' capacity to identify and respond to individual survivors' privacy and confidentiality concerns; and
- Identify and create legal resources to help advance survivors' individual and organizational privacy interests.

Required Qualifications:

- Attorney in good standing with a minimum of three (3) years of experience. (Oregon Bar membership is not required.)
- Expertise representing or providing services to crime victims and/or addressing victims' privacy rights.
- Skilled in conceptualizing and creating legal tools and written products.
- Experienced developing and delivering engaging and effective in-person and webinar trainings.
- Ability to work independently, and also collaboratively, with diverse groups of people, to build and strengthen national partnerships.
- Efficient legal researcher.
- Excellent written and verbal communication skills.
- Willingness and ability to travel nationally.

Preferred Qualifications:

- Familiarity with privacy issues pertaining to serving incarcerated sexual assault survivors.
- Advocacy experience on behalf of victims of domestic violence, sexual assault or stalking.
- Experience working with vulnerable and/or underserved populations, including but not limited to individuals who are Native Americans, immigrants, minors, LGBTQ, older, students, and/or living in rural communities.

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**Title:** Victim Rights Law Center Staff Attorney

**Status:** Full-time or Part-time

We seek a self-directed, experienced attorney with excellent writing and organizational skills (as well as a good sense of humor, strong work ethic, and commitment to serving vulnerable individuals) to join our rapidly growing legal team. The attorney will provide legal screening, consultation and representation to victims of sexual assault; help plan and deliver regional and statewide trainings for advocates and attorneys on how to use existing civil laws to meet sexual assault survivors' needs; help recruit, train and mentor *pro bono* attorneys; collaborate with community partners; and help implement VRLC's grant-funded projects. Some (mostly in-state) travel and driving is required.

Responsibilities:

- Provide comprehensive legal intake, consultation, representation and referral to victims of sexual assault.
- Represent VRLC clients in areas impacted by the sexual assault, including privacy, safety, immigration, employment, education, housing, criminal justice, and financial compensation (including public benefits and crime victim compensation). Representation includes, but is not limited to, civil protection order cases, administrative hearings, campus disciplinary, and other extrajudicial proceedings.
- Participate in a weekly intake and case assessment meeting.
- Conduct outreach and training to and collaborate with community partners, including rape crisis centers, transitional housing organizations, law enforcement, private law firms, and population-specific providers.
- Conduct off-site legal intakes at partner agencies.
- Create legal resources to promote survivors' access to legal remedies.
- Participate in client services data collection.
- Recruit, train and help mentor *pro bono* attorneys.
- Other duties as directed.

Required Qualifications:

- Attorney in good standing with a minimum of three (3) years of experience admitted (or able to waive in) to practice in Oregon.
- Experience working with vulnerable, marginalized and/or underserved populations, including survivors who are older, LGBTQ, have a disability and/or are experiencing homelessness or mental health concerns.
- Ability to work collaboratively, independently, and to build and strengthen community partnerships.
- Demonstrated ability to prioritize and balance workload, and work successfully as part of a legal team.
- Valid driver license, good driving record, and ability and willingness to drive to training and service sites, including Hillsboro and Oregon City, to meet with clients, community partners, and appear in court.

Preferred Qualifications:

- Experience working with sexual assault survivors.
- Priority will be given to applicants fluent in reading, writing and speaking Spanish.
- Interest in Title IX / Education law.

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