



## **JOB ANNOUNCEMENT**

### **Staff Attorney**

*American Civil Liberties Union Foundation of Delaware, Inc.*

The ACLU of Delaware is seeking a flexible, forthright, energetic attorney to handle litigation and public advocacy, advancing civil rights and liberties in the state. The attorney will be based in our Wilmington office.

The ACLU of Delaware is currently focused on criminal justice reform and quality education for all students no matter their socioeconomic status or learning challenges—while continuing our longstanding role of protecting core constitutional principles such as free speech and religious freedom. We are a highly motivated group of attorneys, public policy advocates, communication experts, community organizers and fundraisers who improve the lives of Delawareans up and down the state. Death penalty reform, protecting women in prison from sexual assault, and securing a woman’s right to choose are just a few of the recent victories in which we played a leadership role. Our newly hired staff attorney will be an integral member of this team.

### **Specific Responsibilities**

#### **Legal**

- Investigate, develop, and litigate civil liberties and civil rights cases in state and federal court, including conducting factual and legal research, writing demand letters, drafting pleadings, conducting discovery, trying cases, presenting oral argument, and writing appellate and amicus briefs.
- Handle cases alone, and with national ACLU lawyers, volunteer Delaware lawyers, and counsel from other public interest groups
- Assess requests for legal assistance and identify appropriate cases to be undertaken
- Recruit ACLU volunteer attorneys
- Provide legal analysis and develop legal strategy with senior ACLU staff

#### **Administration, Coordination and Support**

- Supervise law students and interns
- Assist with all program activities as needed, keep Legal and Executive Directors adequately informed of work, assist Development Director in meeting with donors

#### **Supervision**

The Staff Attorney will report to the Legal Director.

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## Qualifications

- JD required.
- At least 5 years of experience, including significant litigation experience preferred.
- Member of the Delaware Bar, or willing to sit for and pass the July 2020 bar exam.
- Good writing and analytical skills.
- Demonstrated commitment to civil liberties, civil rights, and the mission of the ACLU; a personal approach that values the individual and respects differences of race, ethnicity, age, gender, sexual orientation, sexual identity, religion, ability, and socio-economic circumstance; experience in non-profit advocacy or other community activism a plus.
- Comfortable working under pressure and working long hours when necessary.
- Good communication skills to both legal and non-legal audiences.
- Demonstrated ability to work cooperatively and creatively on a variety of projects with lawyers, other staff members, and with community organizations and coalitions.
- Experience working with legislative processes a plus.
- Bilingual, English-Spanish a plus.

## Compensation

Salary range: \$60,000 to \$80,000 annually depending on experience. Generous leave and benefits package.

## Application Procedure

Please submit a detailed letter of interest, resume, writing sample, and contact information for three references to Sucharita Iyengar at [suchi@aclu-de.org](mailto:suchi@aclu-de.org).

All applications are treated confidentially. The position will remain open until filled. Target start date, December 15, 2019.

*The mission of the American Civil Liberties Union Foundation of Delaware is to preserve and advance civil liberties and civil rights in the State of Delaware as enshrined in the United States and Delaware Constitutions through education and advocacy without consideration of political association. The ACLU of Delaware is an equal opportunity/affirmative action employer. Women, people of color, ethnic and religious minorities, persons with disabilities, and lesbian, gay, bisexual, and transgender people are encouraged to apply.*