



Job Description for:
Senior Attorney

Overview

Ujima, Inc., The National Center on Violence Against Women in the Black Community (Ujima) was founded in 2015 in response to a need for an active approach to ending violence against women in the Black community. The name Ujima was derived from the Kwanzaa Principle of “Ujima,” which means Collective Work and Responsibility. This principle is critical to addressing violence against Black women in the United States. Ujima, through its education and outreach, training and technical assistance, resource development, research, and public policy efforts, mobilizes the Black community and allies to strengthen our families, recognizing that the safety and viability of our families is connected to the health and well-being of our individual neighborhoods and communities at large. We define the Black community as the African Diaspora in its broadest sense, e.g., Black Americans (descendants of the enslaved in the U.S.) and African, Afro-Caribbean, and Afro-Latinx immigrants, refugees, and asylees.

Job Summary

- Provides training and technical assistance that addresses racial justice, historical trauma, gender bias, and gender-based violence when survivors from the Black community access legal systems (e.g., protection orders, criminal cases, family law) and support systems (e.g., TANF, shelters, medical, victims compensation, etc.) and the intersections.
- Conducts programmatic work on technical assistance, toolkits, and resources for legislative and policy initiatives that impact Black survivors of domestic violence, sexual assault, stalking, dating violence, and trafficking, e.g., the Violence Against Women Act, the Family Violence Prevention and Services Act, the Victims of Crime Act, etc.).
- Works on training and technical assistance with Ujima’s collaborative partners that are funded by OVW, U.S. Department of Health and Human Services/Administration of Children and Families, and the Office for Victims of Crime.
- Creates materials for Ujima’s clearinghouse of promising practices and successful approaches by criminal and civil legal stakeholders for domestic violence, sexual assault, and community violence prevention, intervention, and service provision strategies for victims and survivors from the African Diaspora.

- As assigned, create programmatic, policy and communications efforts related to the Legal Department, e.g., podcasts, webinars, briefings, videos, and social media.
- Keep current about the state of the field, policy, and legislation and uses that knowledge to provide vision and insight that promote cutting edge visioning and innovation in education, technical assistance, and legal services.
- Participate in compiling data and writing progress reports to funders.
- Perform other duties as may be necessary or assigned by the Director of Legal Programs and General Counsel.

Qualifications:

- Must have a Juris Doctor and be in good standing with a state bar.
- Must have at least ten years of experience in legal advocacy related to domestic violence, sexual violence, dating violence, stalking, other forms of gender and community violence, racial equity, and/or social justice in the Black community in the U.S. and Territories.
- Must have at least 7 years of experience with on-site needs assessment.
- Must have at least 10 years of experience with federal and state domestic violence laws, including domestic violence related firearms prohibitions.
- Knowledge of legal and non-legal issues facing survivors of oppression based intimate partner violence.
- Demonstrated commitment to eradicating violence against women, gender violence, and/or intimate partner violence.
- Demonstrated commitment to the trauma informed, survivor-centered philosophy of Ujima.
- Have a working knowledge of victim's compensation, eligibility, and state funding streams.
- Ability to work on assignments with overlapping deadlines.
- Ability to work independently as well as collaboratively in a small office setting.

Skills

- Excellent public speaking and written communication skills that demonstrate a commitment to professionalism.
- Ability to manage multiple projects with overlapping deadlines.
- Ability to work virtually and collaboratively in a small office setting.
- Ability to communicate with a diversity of individuals, organizations, and government agencies for advocacy with internal and external stakeholders.
- Excellent legal and non-legal research skills.
- Knowledge of Microsoft Office Suite software, Adobe Acrobat, Google Workspace, and Zoom.
- Creativity and a desire to approach things in new ways.
- Superior organization skills that allow for efficient work flow.
- High level of independence and initiative.
- Willingness to travel locally and nationally with occasional overnight stays.
- Flexible scheduling for work outside of regular business hours as requested.

- Ability to work in a fast-paced, cooperative, non-smoking, anti-violence environment.
- Good judgment.

Reports to: Director of Legal Programs

Supervises: Volunteers and Interns

Employment Status: Full time, Exempt

To Apply: Send résumé, cover letter, and a two-page writing sample to: Ujima Jobs, jobs@ujimacommunity.org

Closing Date: Monday, October 3, 2022

Equal Employment Opportunity

It is the policy of Ujima Inc., The National Center on Violence Against Women in the Black Community to provide equal employment opportunity to all persons regardless of age, color, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, genetic information, marital status, status with regard to public assistance, veteran status, or any other characteristic protected by federal, state, or local law.