

**Fair Share Housing Center  
Staff Attorney  
Cherry Hill, New Jersey; Remote Location Possible**

Fair Share Housing Center, Inc. (FSHC) is seeking a mission-driven attorney with a commitment to racial and economic justice for the position of Staff Attorney.

In New Jersey and nationally, decades of racial discrimination and exclusionary public policies have shut African-American and Latino/a/x families out of communities with outstanding schools and access to jobs and driven up rents and home prices beyond what many lower-income families can afford. FSHC has one of the strongest track records of any organization in the country in confronting these challenges head on through the collaborative effort of our legal and policy advocacy.

The Staff Attorney will be a key player in a small, tight-knit team of attorneys and policy advocates that works together to make sure that the promise of New Jersey's fair housing laws becomes reality. This position will require an attorney with a diverse range of legal skills, including litigation, reviewing proposed ordinances and plans to ensure they actually will create affordable homes, and policy work. The successful candidate will be an attorney with demonstrated skills in creatively using legal knowledge in a broad range of forums and settings to protect the rights of lower-income people and people of color.

**Organizational Overview**

FSHC since its founding in 1975 by plaintiffs, attorneys, and others involved in the landmark Mount Laurel litigation has fought to dismantle decades of racial and economic discrimination in local, state, and national policy that excludes people from the opportunity to reside in safe and decent homes and neighborhoods. FSHC's work begins with the recognition that exclusionary land use policies are a form of structural racism that harm and disadvantage lower-income families, especially families of color; and perpetuate racial and economic segregation.

FSHC, in alliance with strong civil rights, religious, and housing allies, has responded to this hyper-segregation by enforcing the Mount Laurel doctrine and otherwise advocating for the development of affordable homes in higher opportunity New Jersey municipalities and multifaceted work to preserve affordability in gentrifying neighborhoods. Our work has helped create over 70,000 homes affordable to lower-income families in communities that otherwise would have excluded them, with 50,000 more anticipated over the next decade.

FSHC has played a critical role in the national fight for fair housing, as counsel in the largest settlement in the 50-year history of the federal Fair Housing Act, which shifted over a half-billion dollars in federal disaster recovery funds to support critical needs of communities of color, and in shaping federal policies around climate change and disaster recovery, affirmatively furthering fair housing, and federal housing funding. FSHC also has done groundbreaking work to address housing policies that disproportionately exclude families of color, including passing the first statewide bill to comprehensively limit criminal background checks in housing.

**Position Responsibilities**

The position will involve (all percentages approximate and may shift depending on needs):

- Litigation focused on ensuring compliance with fair housing rules, including bringing cases and litigating through to conclusion when developers and/or municipalities violate past agreements or court orders setting forth requirements for affordable housing production (50%);

- Reviewing compliance with fair housing settlements through analyzing proposed municipal ordinances, policies, and plans to make sure they lead to much-needed homes are actually built; work will include frequent communication with opposing counsel, urban planners, and community leaders to attempt to resolve issues as they arise (35%);
- Working with community groups and FSHC's organizing and policy staff to help explain our legal work and the homes created through it in order to ensure that potential applicants have information about how to apply to homes, and to respond to issues being raised by civil rights, religious, and other organizations about fair housing compliance in their communities (15%).

#### **Position Qualifications:**

- 4 or more years experience as an attorney (judicial clerkships will be considered towards this experience level), preferably in an area related to civil rights litigation.
- Experience in working as a lawyer with communities of color on work advancing racial and economic justice and support for the principles of our work.
- Strong written and oral communication skills.
- Comfort with frequent court appearances.
- Ability to work independently with limited supervision and limited paralegal support.
- Ability to maintain confidentiality.
- A law degree with membership in the New Jersey bar or ability to become a member of the New Jersey bar in the short term through qualification for admission by motion requirements.

Preferred but not mandatory qualifications include:

- The ability to speak and write in Spanish.
- Experience with affordable housing and related areas (e.g. land use).
- Experience litigating in New Jersey state court.
- Experience supervising less experienced attorneys and/or interns or law students.

**Physical demands and travel:** This job may require significant amounts of travel throughout New Jersey often easiest done via driving but which also could potentially be accomplished through public transit, including the need to sometimes leave early or get back late from court appearances, with occasional weekend and evening commitments. Currently, most meetings and court appearances are virtual though it is unclear how long this will continue to be the case.

#### **Compensation**

\$65,000-\$80,000 annually depending on a candidate's background and skills. FSHC provides an excellent benefits package including high quality employer-paid medical and dental insurance, holiday/vacation/sick leave, paid family leave in accordance with the New Jersey state program, long-term disability insurance, retirement plan, and travel reimbursement.

#### **Location**

The position will be based at FSHC's main office in Cherry Hill, NJ, with the understanding that due to COVID restrictions much work currently is remote. We are open to applicants based in another part of New Jersey who would have the ability to travel to our main office as needed.

#### **How to Apply**

Fair Share Housing Center, Inc. is an equal opportunity employer and encourages applications from people of color, women and people who identify as non-binary, LGBTQ+ people, and people with disabilities. Interested applicants should forward a cover letter, resume with three references, and two writing samples (at least one of which is a legal writing sample) via e-mail to [jobs@fairsharehousing.org](mailto:jobs@fairsharehousing.org). The writing samples must be the applicant's original work. Applications will be accepted and interviews conducted on a rolling basis until position filled.