

JUSTICE IN AGING
Position Announcement
Senior Attorney, Elder Rights

Location: Washington DC, Oakland CA, Los Angeles CA, or Remote

Justice in Aging seeks an attorney with at least 5 years of experience with a strong commitment to elder rights and advancing equity for low-income older adults. This individual will join our Elder Rights Team to strengthen Justice in Aging's elder rights initiatives. This work will include pursuing systemic change in law, policy, and legal practice in the area of guardianship and its alternatives, with a focus on improving the lives of low-income older adults who experience inequities rooted in historical, persistent, and structural racism, ageism, sexism, ableism, homophobia, and xenophobia.

The attorney will also contribute to our work supporting the legal assistance, elder rights, and aging and disability network through the [National Center on Law and Elder Rights](#) (NCLER), which Justice in Aging administers under a federal contract with the Administration for Community Living. The attorney will provide and coordinate training, resource support, and technical assistance in the area of guardianship and its alternatives.

Justice in Aging uses the power of law and our expertise in health care, long-term services and supports, economic security, and elder rights to fight senior poverty. Our work addresses the systemic and intersectional inequities faced by older adults of color, older women, LGBTQ+ older adults, older adults with disabilities, and older adults who are immigrants or have limited English proficiency. Founded in 1972, we have a rich tradition of successful, high-impact, and strategic advocacy on behalf of the more than 7 million seniors living in poverty nationally.

In 2021, Justice in Aging launched our [Advancing Equity in Aging Initiative](#) for older adults of color, older women, LGBTQ+ older adults, older adults with disabilities, and older adults who are immigrants or have limited English proficiency, with a primary emphasis on advancing racial equity. In addition to the Advancing Equity in Aging Initiative focused on our external advocacy, for the past five years, Justice in Aging has had an active and engaged [Diversity, Equity, and Inclusion Committee](#), which leads our internal DEI work, including trainings, caucusing, and organizational processes.

This position can be based in any of our three offices (Washington, DC, Oakland CA, and Los Angeles CA), or work fully remotely. Most of Justice in Aging's staff are currently working remotely due to the COVID-19 pandemic. Justice in Aging requires COVID-19 vaccination for all staff, with exemptions available in accordance with federal law.

Applications should be submitted by August 31, 2022, for first consideration, although applications will be accepted until the position is filled. Questions about the positions can be directed to hire@justiceinaging.org.

Responsibilities:

- Work with the Managing Director of the Elder Rights team to develop strategies to advance research and analysis on issues pertaining to elder rights, capacity, and guardianship, with a focus on equity.
- Promote systemic change through federal and administrative advocacy, through activities such as education and technical assistance to policy makers and submitting comments to administrative agencies.
- Develop trainings and facilitate discussions for the legal services, elder rights, and aging networks, and respond to questions and inquiries from professionals in those networks.

- Research and write materials for educational and advocacy purposes, including advocacy alerts, issue briefs, fact sheets, letters, comments on regulations, and written testimony.
- Build and maintain relationships and engage in collaborative efforts with partners and coalitions, including national and local legal groups, aging and disability network members, state-based advocates, and others involved in protecting elder rights.
- Work with other Justice in Aging team members to advance organizational objectives, including our new [Advancing Equity Strategic Initiative](#).
- Limited travel for state and national meetings and conferences when public health conditions permit.

Requirements:

- A J.D. and at least 5 years of legal experience.
- Experience providing direct legal services to low-income older adults.
- Relevant experience with guardianship and its alternatives.
- Passion for social justice, including interest in working on behalf of older adults of color, older women, LGBTQ older adults, older adults with disabilities, and older adults who are immigrants or have limited English proficiency.

Desired:

- Strong communications skills, including ability to write clearly and communicate effectively about elder rights and racial equity.
- Ability to think strategically and to work collaboratively with others, including building internal and external relationships, and working with and leading coalition partners.
- Experience delivering presentations or trainings.
- Experience advocating for systemic changes in policies or practice.
- Experience working with courts or working on court-based justice initiatives
- Diversity of personal and professional experience, including lived experience with advancing racial equity and with communities of color.
- Excellent organizational skills and ability to prioritize and work on multiple projects, activities, and actions.

Compensation:

Salary for this position will be based on a fixed salary scale based on experience level. This is a senior attorney level position. The base salary for this level of position is \$95,000, plus \$1,500 for each year of post-law school experience. For example, the salary for this position with 5 years of experience would be \$102,500, and the salary for this position with 10 years of experience would be \$110,000. Justice in Aging offers a competitive benefits package, including fully paid health, dental, and life insurance; flexible reimbursement plan; 403(b) retirement savings plan with 8% automatic employer contribution; paid parental leave, sabbatical leave, and compensatory time; federal holidays, sick time, COVID-related emergency leave, and generous vacation policy.

To Apply:

Please submit the following to hiring@justiceinaging.org, with your name and position(s) that you are seeking in the email subject line. Applications received by August 31, 2022, will receive first consideration.

(1) Cover letter that describes your interest in this particular position. In your cover letter, you must answer the following question:

*To promote social justice and best achieve our mission, Justice in Aging is committed to maintaining a diverse staff and creating an inclusive and respectful workplace in which differences are acknowledged and valued. **How do you think your personal or professional experience or background has prepared you to contribute to a work environment with a strong commitment to diversity, equity and inclusion?** Feel free to think broadly about your response to this question, applying various aspects of your life and personal experiences to your response.*

(2) Resume

(3) One writing sample; and

(4) Three professional references.

Justice in Aging is an Equal Opportunity Employer. We are committed to maintaining a diverse staff and we particularly encourage applications from people of color, women, people with disabilities, the LGBTQ+ community, and others whose background may contribute to more effective representation of low-income people and underserved communities.

If you need an accommodation for the application process or any aspect of this position, please contact Sarah Galvan at sgalvan@justiceinaging.org. The application and all other questions should be directed to hiring@justiceinaging.org.

Vanessa Barrington (*she/her/hers*)

(*vuh-NES-uh BAIR-ing-tuhn*)

Director of Communications & Individual Giving, Justice in Aging

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On Twitter:

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[@veebec22](https://twitter.com/veebec22)



We're celebrating 50 years of impact in 2022. Check out our [50 for 50 Video Project](#) featuring the voices of partners, clients, policymakers, funders, thought leaders, and others talking about all we've accomplished together.