

/ Crime Victims Advocacy Program Job Description

Employer: Greater Boston Legal Services, Employment Law Unit

Fellowship: Equal Justice Works Crime Victims Advocacy Program

The Employment Law Unit of seeks diverse and dynamic applicants for a 24-month, full-time attorney position as an Equal Justice Works Fellow in the Crime Victims Advocacy Program.

GBLS has been competitively selected by Equal Justice Works as an implementing partner of Equal Justice Works' Crime Victims Advocacy Program (CVAP), funded by the U.S. Department of Justice, Office of Justice Programs, Office for Victims of Crime (OVC).

The GBLS Employment Law Unit engages in a range of legal tools and advocacy to advance the workplace rights of low-wage, immigrant and BIPOC workers, including direct representation, systemic policy advocacy, and impact litigation. The EJW CVAP Fellow will focus on providing direct legal services to enforce the civil workplace rights of workers who are victims of the crimes of wage theft, labor trafficking, workplace physical or sexual assault, and witness tampering and obstruction of justice. These legal services will include negotiating settlements, supporting workers in participating as witnesses in civil or criminal labor agency investigations, and bringing private litigation against employers. In addition, the Fellow will engage in outreach and know-your-rights community legal education in collaboration with GBLS's longstanding community partners, as well as training of pro bono attorney and referral partners.

Despite the significant expansion of victim assistance services and resources in recent years, access to high-quality civil legal services and victims' rights enforcement remains limited, especially for Black, Indigenous and other People of Color (BIPOC) and other individuals from communities with high levels of disinvestment.

The Crime Victims Advocacy Program will increase legal assistance to crime victims in BIPOC communities by mobilizing and training a network of 21 committed attorney Fellows and 21 law student Fellows who will serve at selected host organizations across the country, expanding the capacity of participating host organizations to provide legal assistance to victims of crime in BIPOC communities and communities with high levels of disinvestment, through the provision of civil legal assistance and victims' rights enforcement.

Equal Justice Works Fellowship

An [Equal Justice Works fellowship](#) is an opportunity to transform your passion for justice into a career. As a Fellow, you will be part of a prestigious cohort of attorneys hosted by legal services organizations across the United States.

As a Fellow, you will develop experience and skills to be a social justice leader while contributing to a broader community of practice.

Fellowship responsibilities include:

- Primarily providing civil legal assistance and legal assistance with rights enforcement for victims in BIPOC communities and communities with high levels of disinvestment. Fellows will provide direct legal services, and when appropriate, conduct outreach, education, and partnership-building activities.
- Protecting and enforcing victims' rights on behalf of clients
- Building key stakeholder relationships in furtherance of the fellowship objectives
- Engaging in peer-to-peer learning as part of the Equal Justice Works Crime Victims Advocacy Program Fellow cohort
- Actively contributing to and participating in Crime Victims Advocacy Program cohort activities (resource exchanges; interactive webinars and conference call with other Cohort and EJW Fellows and Alumni; and in-person trainings including Equal Justice Works Leadership Development Training in Washington DC in Oct 2023 and 2024.
- Contributing to required programmatic reporting

Qualifications

The ideal candidate for this fellowship possesses:

- A demonstrated commitment to social justice, with a desire to increase access to justice for underserved and BIPOC communities and achieve results
- Experience working with or connection to underserved, BIPOC communities
- A strong DEI lens
- Admission to the Massachusetts Bar, admission elsewhere and able to practice in Massachusetts under SJC Rule 3.04, or planning to take the next available Massachusetts Bar.
- Previous legal services experience, including civil legal aid, law school clinics, and internships is a plus
- Proven leadership skills with a strong work ethic
- Outstanding verbal and written communication
- Some level of experience with delivering trainings or presentations
- Values that are aligned with Equal Justice Works and GBLS
- Exceptional interpersonal and organizational skills
- An ability to work collaboratively in a multidisciplinary setting to facilitate a coordinated community response and provide holistic services to clients

- Fluency in Spanish, Portuguese, Haitian Creole, Cantonese, or Vietnamese is helpful but not required

Please note Fellows must commit to fulfilling the twenty-four-month fellowship and will sign a Fellowship Agreement with Equal Justice Works.

Salary and Other Benefits

The Equal Justice Works Crime Victims Advocacy Program attorney will receive an annual salary based on GBLS's union scale. Salary is based on a union scale, which is \$72,000 for an attorney with 0 years of experience and \$75,000 for an attorney with 3 years of experience. GBLS offers a generous benefits package, retirement contribution, a student loan repayment assistance plan for eligible attorneys, and generous PTO leave. The attorney will work out of the GBLS Boston office with a hybrid remote work schedule permitted.

Applicants should contact jobs@gbls.org with the subject line ELU-ATT-EJWCVAP with any follow-up questions.

Application Instructions

All applications should be submitted online at <https://www.equaljusticeworks.org/crime-victims-advocacy-program-fellowship-application/>. Applicants should submit a letter of interest, resume and brief writing sample.

Greater Boston Legal Services (GBLS) is an Affirmative Action / Equal Opportunity / Accessible Employer and strives to ensure that our staff members reflect the diversity of the communities we serve.

Application Deadline: Applications must be received no later than July 1, 2023. Please note that applications will be reviewed on a rolling basis, so early applications are encouraged.

The Crime Victims Advocacy Program (CVAP) is funded by the U.S. Department of Justice, Office of Justice Programs, Office for Victims of Crime (OVC), Award Number 15POVC-22-GK-01116-NONF and authorized under 34 U.S.C. §20103(c)(1)(A) and (c)(3)(E).