

DIRECTING ATTORNEY - ELDER JUSTICE/HOLOCAUST SURVIVOR PROGRAM

CLASSIFICATION: Management (Non-Union)	SALARY: \$100,000.00 – \$120,000.00 (DOQ/DOE)
DEPARTMENT: Legal (Elder Justice/HSP)	FLSA STATUS: Exempt
REPORTS TO: VP, Legal Programs	APPLICATION OPEN: Until filled

For nearly 50 years, Bet Tzedek Legal Services has provided high-quality, free legal services to Los Angeles' most vulnerable residents. Bet Tzedek seeks an **Elder Justice/Holocaust Survivor Program Directing Attorney** to lead and manage our Elder Justice and Holocaust Survivor Program (HSP) teams. Bet Tzedek's Elder Justice team provides direct representation, pro per assistance, and outreach and education to protect seniors from abuse, fraud, and scams. Our HSP team assists Holocaust survivors applying for Holocaust reparations and provides survivors with wrap-around legal services including public benefits advocacy and advance planning.

In addition, Bet Tzedek's HSP team manages the Holocaust Survivors Justice Network, a partnership between Bet Tzedek, various social service agencies, and law firms designed to identify and help address some of the legal needs faced by Holocaust survivors across the country. The Elder Justice/Holocaust Survivor Program Directing Attorney will directly manage a diverse staff of 10-13 attorneys, social worker, and support staff, and will primarily be responsible for supervising the teams' day-to-day work and supporting team members' professional development. The ideal candidate will be a skilled and experienced manager with a proven track record for successfully managing people, projects, and grants.

ESSENTIAL DUTIES

- In collaboration with the President & CEO, VP Legal, fellow Directing Attorneys, and program staff, identify the legal issues impacting older individuals and Holocaust survivors, evaluate Bet Tzedek's role in addressing those issues, and develop and deploy the advocacy strategies needed to address those legal issues.
- Supervise and manage substantive legal work performed by staff, including intake and client representation provided by staff attorneys and support staff, by reviewing legal work, conducting case reviews, and resolving escalated client- and case-related issues to ensure client legal needs are met at the highest of standards.
- Supervise and manage program workflows including intake, case management, assignment of cases and tasks, and monitoring and improving case handling procedures to ensure client needs are met and deliverables and goals are achieved while fostering a positive work-life balance for staff.
- Manage and support staff by holding primary responsibility for staff onboarding, offboarding, recruiting and hiring, training, coaching, goal setting, evaluation, reclassifications, and performance improvement/discipline.
- Work with Human Resources to develop clear, measurable, and achievable professional development opportunities for program staff and support staff in achieving their professional development goals.
- Work closely with President & CEO, VP Legal, and Grants Team to identify, pursue, and fulfill funding opportunities.
- Actively manage grants which fund the Elder Justice and HSP teams, including being primarily responsible for translating grant deliverables into program metrics to ensure grant deliverables are met, and working with Grants Team to track and report grant deliverables.
- Work with Impact Advocacy team to develop legislative and regulatory proposals that relate to program work.
- Work with Pro Bono Department to set metrics related to pro bono and volunteer participation, develop pro bono and volunteer opportunities for the program to meet metrics, and support staff in the training and mentoring of pro bono attorneys and volunteers.

QUALIFICATIONS

- Licensed to practice law in California (required);
- Minimum of eight (8) years related experience/practice of law (required);
- At least two (2) years of active practice of law in California immediately prior to application (preferred);
- At least five (5) years of experience in domestic or elder abuse, public benefits, advance planning, trust and estates, administrative law, and/or other areas of elder law (strongly preferred);
- At least three (3) years' experience managing individuals with a proven track record that includes handling orientation and onboarding, offboarding, recruiting and hiring, training, coaching, goal setting, evaluation, and performance improvement/discipline (strongly preferred);
- Excellent people skills, including high emotional intelligence and ability to navigate difficult conversations with clarity and empathy (required);
- Excellent project management skills and proven track record of successfully managing multiple projects simultaneously (required);
- Ability to work collaboratively with colleagues and external partners (required);
- Exceptionally organized, self-motivated, and goal-oriented (required);
- Experience in and understanding of grant-writing, project development, and grant compliance (preferred);
- Understanding and commitment to Bet Tzedek's mission of equal justice for all and Bet Tzedek's core values of leadership, community-based advocacy, and innovation (required); and
- Commitment to diversity, equity, and inclusion (required).

HOW TO APPLY:

- Email letter of interest, resume, and salary requirements to bettzedek.directingattorneyejhs@applynow.io, subject line "ELDER JUSTICE/HOLOCAUST SURVIVOR PROGRAM DIRECTING ATTORNEY."

Note: *All positions are subject to funding; ongoing funding or employment cannot be assured.*

To best serve our communities Bet Tzedek seeks a diverse staff with cultural competency reflecting our client populations. We strongly encourage candidates from traditionally underrepresented communities and historically oppressed groups to apply.