



JOB ANNOUNCEMENT: STAFF ATTORNEY POSITION

January 2023

The Florida Justice Institute, Inc. (FJI), a nonprofit public interest law firm, seeks a full-time staff attorney to develop and litigate civil rights cases on behalf of incarcerated people to further our criminal justice reform efforts. The staff attorney will work and strategize with our team of experienced civil rights lawyers and staff to bring impact cases against the prison and jail systems in Florida, with the aim of reducing mass incarceration in our state. The litigation may involve claims addressing solitary confinement, medical and mental health care, disability access, abuse and violence, First Amendment issues (such as free speech, censorship, and religious freedom), wrongful death and serious injury claims, and others. FJI also conducts litigation to stop the criminalization of poverty in cases that often involve representing homeless individuals seeking to stop ordinances prohibiting panhandling and other life sustaining conduct; there may be opportunities for the staff attorney to work on these cases as well. The staff attorney will be directly supervised by the Executive Director and will work with at least one other attorney and paralegal.

The ideal candidate will be located in, or willing to relocate to, the Miami area to be able to work periodically in FJI's Miami office, with flexible work-from-home options. Relocation assistance is potentially available. However, remote work arrangements can be explored for certain candidates.

Job Responsibilities

- Evaluate conditions of prisons and jails, identify areas of reform, strategize around methods of reform through litigation and advocacy.
- Handle all phases of civil rights litigation, primarily in federal court. This will entail, at a minimum, building cases through interviews and document review; drafting complaints, motions, responses, memos, discovery requests and responses; conducting legal research; handling discovery; communicating with opposing counsel; working with experts; handling trials; and handling appeals if necessary.
- Communicate with incarcerated clients and witness by phone, visit, and letter.
- Monitor settlements and consent decrees through investigations and post-litigation work.
- Evaluate and research requests for legal assistance.
- Coordinate and work with co-counsel.
- Conduct advocacy efforts related to criminal justice reform, possibly involving legislative advocacy.
- Draft media updates on cases, as needed.
- Some travel around Florida, including visiting clients and witnesses in prisons and jails, will likely be required.

- Any other duties as assigned by the staff attorney's supervisor.

Qualifications

- A minimum of three years of civil litigation experience is required. Experience with federal civil rights litigation is strongly preferred, as is working with incarcerated people. Time spent clerking for a federal judge is acceptable as experience.
- Must possess excellent legal research and writing skills, communications skills, and analytical skills.
- Must be able to work in a cooperative, collegial environment and as part of a team.
- Must have a demonstrated ability to problem-solve, exercise sound judgment, take initiative, and work independently.
- Must be admitted to the Florida Bar, or become admitted at the earliest practical time.
- Must have a demonstrated commitment to social justice, as well as a commitment to representing incarcerated people and other poor and disenfranchised individuals, and an interest in the preservation and advancement of civil liberties and civil rights.
- Must understand and value racial equity and be committed to continued learning on issues related to race, equity, diversity, and inclusion.
- Must be self-motivated and capable of complex analytical work.

Salary/Benefits: Salary is competitive with other public interest law firms in Florida and will be set depending on experience. FJI offers an excellent benefits package that includes substantial vacation and sick time; paid federal holidays; medical and dental insurance for employees and their children at no cost to the employee; life insurance at no cost to the employee; a retirement plan to which FJI makes substantial contributions; and paid parental leave.

About FJI: Founded in 1978, the Florida Justice Institute is a nonprofit public interest law firm that uses impact litigation and advocacy to improve the lives of Florida's poor and disenfranchised residents, while focusing on criminal justice reform, homelessness & poverty, disability access, and other civil rights issues. We bring targeted and systemic civil rights litigation to achieve widespread and lasting change for Florida's poor and disenfranchised residents. We investigate through partnerships with advocacy groups and directly impacted people, and use strategic, creative, and client-centered litigation to end systems of oppression and improve living conditions across the state of Florida. Through a combination of class action and individual cases, we aim to leverage our resources so that change continues beyond our lawsuits. FJI takes a multi-pronged approach to reform, focusing on litigation, advocacy, and media relations, while centering the voices of clients and directly impacted people.

Application: To apply, send a cover letter and resume in one PDF file via email to jpla@floridajusticeinstitute.org. No phone calls please. Due to the volume of applications expected, FJI cannot respond to each one. The position will remain open until filled.

FJI is an affirmative action/equal opportunity employer. Women, people of color, people with disabilities, LGBTQ individuals, and formerly incarcerated persons are particularly encouraged to apply.