



**CAREER OPPORTUNITY
STAFF ATTORNEY POSITION
American Civil Liberties Union of Florida, Tampa Office**

The American Civil Liberties Union Foundation of Florida (ACLU-FL) invites applications for the full-time position of **Staff Attorney** in its Mid-Florida Regional Office, based in Tampa, FL. Specifically, we are looking for someone with criminal justice experience to help the ACLU-FL address needed reforms in the criminal justice system for both adults and juveniles. The staff attorney will be a member of the Legal Department, working under the supervision of the Legal Director who is based in Miami.

OVERVIEW

The ACLU-FL, the state's largest civil rights and civil liberties organization, is a not-for-profit, nonpartisan organization that employs litigation, public policy advocacy, and public education to protect and promote a broad range of constitutional issues and individual rights, such as freedom of speech, racial justice, right to privacy, religious liberty, criminal justice reform, voting rights, reproductive rights, LGBT rights, disability rights, and immigrants' rights. The ACLU-FL is an affiliate of the national ACLU which implements its vital civil liberties mission in all 50 states in large part through affiliate entities such as the ACLU-FL. Operating out of four offices in Miami (main), Tampa, Pensacola, and Jacksonville, the Florida affiliate has 30 staff members, placing it among the larger ACLU affiliates in the nation.

The ACLU-FL litigates a broad range of complex constitutional cases in federal and state courts through direct representation, filing amicus briefs, and submitting administrative complaints to state and federal agencies. The staff attorney, who will be based in the ACLU's Mid-Florida Regional Office in Tampa, will be primarily responsible for developing new cases and litigation strategies in the region, and must be able to work both independently and as part of a statewide litigation team. In addition, a part of the attorney's time may also be devoted to supporting the programmatic work of the ACLU-FL's Regional Office.

ROLES AND RESPONSIBILITIES

- Litigate cases in state and federal courts, particularly in the Mid-Florida region. This includes working and co-counseling with cooperating attorneys; conducting extensive research and factual investigations; writing motions, briefs, and other court filings; court appearances; and oral arguments.
- Identify and develop new cases and litigation strategies in the ACLU-FL's programmatic priority areas.

- Supervise volunteers, student interns and legal fellows.
- Support and promote the work of the Mid-Florida Regional Office on ACLU priority civil rights/civil liberties issues.
- Participate where appropriate on relevant task forces and coalitions.
- Work closely with the ACLU-FL's Public Policy, Advocacy and Communications departments in helping to advance the ACLU's public policy objectives.
- Assist in developing and writing advocacy materials, including blog and media materials.
- Engage in public speaking and articulate ACLU policies and programs to the public and the media on a broad range of issues.

EXPERIENCE AND QUALIFICATIONS

- J.D. degree and a minimum of five years of litigation experience required. Preference will be given to candidates with significant experience in the area of criminal justice. Responsibilities will be commensurate with experience and demonstrated skill level.
- Member of Florida Bar or admission within one year of starting position.
- Excellent analytic, legal research, factual investigation, and writing skills.
- Ability to synthesize complex issues and communicate them effectively to diverse audiences, including: elected officials, attorneys, advocates, impacted communities, supporters, the media, and the general public.
- Proven project management and organizational skills, including the ability to work independently, attention to detail, and the ability to meet deadlines while under pressure.
- Ability to work collaboratively and in team settings is essential.
- Ability and willingness to travel around the State, particularly in the Mid-Florida region.
- Demonstrated commitment to civil rights/civil liberties, and the mission and goals of the ACLU.
- Fluency in Spanish is a plus, but not required.

COMPENSATION

The ACLU-FL offers a salary which is comparable to other public interest law firms in the area and will be set depending upon the person's level of experience. The ACLU-FL also provides a generous and comprehensive compensation and benefits package which includes health and dental insurance, a Defined Contribution 401k retirement plan, and vacation, holiday and sick leave policies.

HOW TO APPLY

Applicants should send a cover letter, resume, original legal writing sample, and contact information for three references to jobs@aclufl.org. Please indicate, **“Staff Attorney Position, Mid-Florida Office,”** in the subject line of your email, and indicate in your cover letter where you learned of this job posting.

Applications will be accepted until the position is filled.

The ACLU is an equal opportunity/affirmative action employer and encourages applications from all qualified individuals including women, people of color, persons with disabilities, and lesbian, gay, bisexual, and transgender individuals.