

Legislative Staff Attorney

San Antonio & Austin, TX

MALDEF is the nation's leading non-profit Latino civil rights law firm. Founded in 1968, MALDEF works to safeguard the civil rights of Latinos and to increase the community's ability to participate fully in American society. We currently seek a **Legislative Staff Attorney** to monitor status of pending legislation; to devise and analyze proposed legislation and administrative policies and regulations; and to work with state legislative and executive representatives and community organizations to advocate desired policies.

Job Responsibilities: Analyzes and drafts legislation, policy issues and proposals, governmental regulations, rules, and executive orders. Researches, analyzes, and prepares recommendations, position papers, testimony and other documents. Participates in developing short- and long-term plans and strategies for legislative advocacy, preparing memoranda on potential and pending legislation. Meets regularly with state legislators and/or their staff, and attends hearings, press conferences, and relevant legislative meetings to submit written materials, to testify to MALDEF's position on issues and legislation, and to obtain information. Develops and maintains an appropriate network of ties to other organizations, experts, and interested and knowledgeable individuals with similar interests and goals; initiates and maintains coalitions; attends community events; and presents policy positions. Prepares reports of substantive legislative trends and relevant actions initiated and taken to promote advocacy of positions, and any continuing efforts in coalition building, lobbying, or legislative strategies, and maintains time sheets reflecting areas and advocacy work performed. Works closely with communications staff to develop media relationships to obtain press coverage for policy positions, and may participate in litigation as needed.

Qualifications and Experience: Juris Doctor or equivalent degree required. At least 2 years progressively responsible experience in civil rights and public interest fields are preferred. Evidence of ability to apply legal or other training to legislative analysis is required. Excellent research, writing, and communication skills required. **Must be willing and able to reside or spend multiple days at a time in Austin, TX during the legislative session.**

Knowledge, Skills and Abilities: Legislative experience is a plus. Background in immigration issues a plus. Knowledge and awareness of local, regional, and national issues affecting the Latino community preferred. Knowledge of civil rights policy and law, voting rights, immigration policy and law, and/or education policy and law is desirable. Undergraduate and graduate majors and courses directly relevant to civil rights and advocacy are also desirable. Fluency in written and spoken Spanish is preferred.

Compensation: \$53,900 to \$93,700+ per year. Fixed salary scale commensurate with years of legal experience. MALDEF's generous benefits package includes: employer paid medical, dental, vision for employees and their eligible dependents; employer paid short and long term disability insurance; life insurance; and employee assistance program; a 403(b) retirement plan with direct employer contribution and match; 20 days of personal time (PTO); and eleven paid holidays each year.

How to Apply: Send cover letter, résumé, and 3 to 5 page writing sample by email to: jobs@maldef.org. For ease of processing please title your email as follows: **Your Name – SA Legislative Staff Attorney**. Attachments should be in .doc, .docx, .rtf, .txt or .pdf format. Incomplete applications will not be considered.

Position Open Until Filled. ■ Equal Opportunity Employer

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