ENLACE COMUNITARIO SEeks LEGAL DIRECTOR

OVERVIEW

For nearly 20 years Enlace Comunitario has been transforming lives of Latino immigrant victims of domestic violence, their children and their communities in Central NM. We are a passionate, highly motivated group of Advocates, Counselors, Educators, Attorneys, Public Policy experts, and Fundraisers, and we’re looking for an exceptional legal director to join our team.

Enlace Comunitario (EC) seeks a talented leader with strong litigation and management skills to guide our committed, high-impact legal team, continue to build our in-house litigation capacity, and leverage existing cross-departmental resources to make an even greater impact on the lives of domestic violence victims in Central NM. EC’s legal program provides comprehensive, free civil legal and legal advocacy services to victims of domestic violence who cannot pay legal fees, either because of their poverty or because their access to financial resources is controlled by the batterer.

EC is a social justice organization led by Latina immigrants working to decrease domestic violence in the Latino immigrant community and promote healthy families in Central New Mexico. We do that through: comprehensive domestic violence services in Spanish, preventative community education, policy advocacy and leadership development. EC has 28 staff members, 11 board members, and an annual budget of $2.5 million.

In the summer of 2000, EC incorporated as a not-for-profit, 501(c)3 agency and since then has been recognized locally and nationally as a leader. In 2008, Futures without Violence honored EC for our “exemplary efforts to end and prevent DV”. In 2009, EC clinical services were recognized by the National Network to End Health Disparities for offering best practice/evidence based services to Latinos for how we “build capacity and raise political consciousness among Latino DV victims”. In 2012, EC’s Promotora project was chosen as one of four programs in the nation to win the Mary Byron Project Award for Innovative Solutions to DV. In 2014, the National Center on DV, Trauma & Mental Health approached EC to partner in evaluation because of our effective services. In its 2014 report on the accomplishments of VAWA (Violence Against Women ACT) 20 years after its inception, the White House recognized EC for its comprehensive approach and ability to reach immigrant DV victims despite many barriers. Most recently, in both 2017 and 2018, EC was awarded the highest distinction (Gold) by Family Friendly New Mexico for our family friendly policies including paid leave, health support including insurance, paid extended illness leave and an HRA plan.

POSITION OVERVIEW:
Reporting to the Executive Director, the Legal Director will lead and expand EC’s legal program, including developing and litigating family law cases related to the victimization, assisting in the development of a new immigration component and managing the legal department. The Legal Director will be responsible for handling the day-to-day management of legal staff, volunteers, and cooperating attorneys. As a critical member of the organization’s senior management team, the Legal Director will provide strategic leadership on both litigation and non-litigation legal advocacy in priority areas such as women’s and immigrants’ rights as well as other areas identified by our team in collaboration with community partners. In addition, the Legal Director works in close coordination with our other teams, as well as our local and national partners to advance our advocacy goals.

RESPONSIBILITIES:

• Manage all aspects of EC’s litigation program, including coordinating the selection of cases, overseeing the investigation and development of cases before commencing litigation; building litigation teams with in-house lawyers, private lawyers, and nonprofit partners; directly engaging in litigation and overseeing ongoing litigation;
• Maintain an individual caseload of developing and active litigation, including overseeing and directing pre-litigation investigations, discovery, motion practice, brief writing, hearings and trials, and work with staff attorneys and cooperating attorneys on all work within EC’s legal program;
• Supervise two staff attorneys, one paralegal, one legal advocate, one DOJ representative, and law student externs and undergraduate interns; recruiting pro-bono attorneys; and fostering an organizational culture within the legal program that encourages staff development through internal and external resources;
• Coordinate and collaborate with other EC departments on cross-departmental projects and serve as a resource on legal matters for staff, partners, and other EC constituents;
• Serve as a highly visible spokesperson for EC on advocacy and legal matters, working closely with our senior management team to regularly engage in strategic public forums, advocacy discussions, and media opportunities; and
• Provide systemic and strategic planning and reporting, including developing budgets, providing regular reports on grants with legal department deliverables.

QUALIFICATIONS:

The ideal candidate will meet the following criteria:

• A commitment to diversity, equity and inclusion; a personal approach that values the individual and respects differences;
• Demonstrated commitment to women’s and immigrants’ rights and to the mission and goals of EC.
• 5-10 years of litigation experience in state courts, with a strong background in family law and/or immigration Law;
• Admitted to the NM Bar or eligible for admission.
• Management experience in recruiting, training and motivating a diverse, high-performing legal team;
• Demonstrated record of moving legal cases forward from investigation and development and through all levels of the courts, with experience working with immigrant victims of domestic violence from diverse socio-economic background;
• Excellent communication, written, and analytical skills;
• Experience working closely with a volunteer board of directors and non-profit organizations, including allies from across the political spectrum;
• Experience representing and working with activists, grassroots groups and other non-governmental organizations;
• Excellent organizational skills and a creative and strategic approach to problem-solving and litigation;
• Goal-oriented, project-oriented, and achievement-oriented, with an ability to recognize and maximize opportunities on behalf of the organization;
• Bilingual (Spanish-English).
• A team-building and collegial management style, including effective communications skills, a warm personal style that commands respect, and a good sense of humor; and
• Courage and integrity.

**COMPENSATION:**

Salary is commensurate with experience and within the parameters of Enlace’s salary scale. Excellent benefits include paid vacation, sick leave, 85% employer-paid medical and dental insurance, 401(k) plan with an employer match, life and long-term disability insurance, and generous paid holidays, including an extra week during the winter holidays.

**APPLICATION PROCEDURE:**

Please submit a cover letter to cmedina@enlacenum.org that illustrates your commitment to victims and immigrant rights, a current resume, a legal writing sample, and contact information for three professional references. Include “Legal Director Search” in the subject line and specify how you heard about the posting. No phone calls or walk-ins, please.

Hard copy materials may also be sent to the attention of “Legal Director Search,” Enlace Comunitario 2425 Alamo SE, Albuquerque, NM 87106.