



Job Title

Staff Attorney (Human Trafficking and Immigration Focus)

The Maryland Coalition Against Sexual Assault (MCASA) is Maryland’s sexual assault coalition and includes the State’s rape crisis centers and others concerned with ending sexual violence. Our mission is to help prevent sexual assault, advocate for accessible, compassionate care for survivors of sexual violence, and work to hold offenders accountable.

We believe we cannot successfully serve others if we do not take care of ourselves. MCASA staff are encouraged to practice self-care and are supported in finding a positive work-life balance. This position, along with the rest of the agency, will entail significant virtual work and allows for flexible scheduling.

Employees are expected to be available to travel to the MCASA office in Silver Spring within 90 minutes or live within the State of Maryland. While many job duties may be performed virtually, some are in person. This may include on-site meetings, meetings with stakeholders or community members, court proceedings, or other in-person events. Employees may choose to work in the MCASA offices subject to COVID risk reduction protocols.

Position Overview

MCASA includes SALI (the Sexual Assault Legal Institute), which provides direct legal services to survivors, Policy Projects addressing systemic change, and a Program Division which includes training, technical assistance, and prevention designed to respond to and end sexual violence in the state of Maryland. This Attorney will help develop Maryland’s capacity to respond to Human Sex Trafficking, help support policy development to respond to trafficking, and handle cases with a focus that includes immigration work. This is a full-time position that reports directly to the Sexual Assault Legal Institute’s Senior Attorney.

Responsibilities and Duties

- Provide legal services to victims of sexual assault, including assessment and referral, legal consultation, and representation in protective and peace order proceedings, family law cases, victim compensation proceedings, victim/witness representation in criminal cases, and other matters
- Develop and utilize skills to provide high quality and sensitive legal services that reflect a thorough assessment and awareness of clients’ social and cultural needs
- Provide or assure provision of safety planning for victims
- Develop expertise regarding direct service needs of survivors of human sex trafficking in Maryland
- Collaborate closely with MCASA member agencies to develop Maryland’s capacity to respond to human sex trafficking

- Identify and coordinate service provision and resources provided by rape crisis centers and other victim services providers working with survivors of human sex trafficking
- Identify gaps in policies and resources for survivors of human sex trafficking and develop strategies to address gaps
- Identify, analyze and address potential immigration legal issues in connection with human sex trafficking situations
- Work in coalition with others to support the needs of diverse communities, including diverse communities of survivors and diversity among service providers
- Attend meetings of state and local human trafficking task forces
- Develop policy, standards, and procedures regarding provision of services for survivors of human sex trafficking
- Coordinate with other MCASA/SALI staff and programs
- Assist in production of training and technical assistance materials related to human sex trafficking
- Ensure materials and presentations are trauma informed and culturally respectful
- Assist in recruiting and supervision of interns
- Comply with Maryland Rules of Professional Conduct
- Support effective agency communications including, for example, listservs, social media, e-newsletter, conference calls, etc.
- Ensure compliance with grant objectives, goals, collection of data and reporting requirements
- Prepare grant reports and assist with development of grant applications
- Prioritize and fulfill responsibilities in accordance with available funding and grant requirements
- Such other duties as assigned by the Legal Services Director or Executive Director

Qualifications

- JD from accredited law school and admission or pending admission to the Maryland Bar. Attorneys currently licensed in another State may be eligible for admission under Maryland Rule 19-218 (temporary admission for public interest attorneys licensed out of state). Attorneys admitted under Rule 19-218 must commit to taking the Maryland Bar Exam or have a plan for admission prior to the expiration of temporary admission unless otherwise agreed.
- Experience with debate, performing arts, or public speaking helpful.
- Access to a car and valid driver's license; this position requires some travel within the State of Maryland.
- Knowledge or previous work experience with survivors of human trafficking or sexual assault related issues preferred.
- Ability to work with other organizations, strong personalities, and people with varying perspectives.
- Ability to identify goals and take steps to implement change.
- Strong planning skills required.
- Respect for differences between cultures, experiences, and priorities.
- Background check is required (this is mandated by federal funding regulations).

Classification: Exempt

Salary: Individuals holding a comparable position at the time of this posting receive compensation ranging from \$64,000-\$68,000 and the salary for this position is expected to fall within this range. There is a salary supplement for fluent Spanish language skills.

MCASA is committed to transparency, fairness, and equity in the hiring process. Compensation is determined based on education and work experience, victim services experience, and language skills. For attorneys, admission to practice law in Maryland is also considered. MCASA values a range of life and work experiences and encourages people to apply for positions they believe they are a good fit for even if there are aspects of the job that they will have to learn.

MCASA sets salary ranges being attentive to compensation levels throughout the agency, equity, and skill levels. The agency is mindful of the need to use objective criteria to ensure that new employees and current staff with similar credentials are paid fairly and the agency does not negotiate salaries with individual employees or applicants. MCASA does not consider prior salary history of applicants and requests that applicants omit this information from application materials.

MCASA's current benefits include:

- 80% of health insurance premium (3 plans to choose from)
- 100% of vision and dental insurance premiums
- Flexible work environment, including hybrid work, flexible hours, and supportive colleagues
- 40 hour work week including paid one hour lunches
- Paid sick and safe leave
- Twelve paid holidays
- Paid vacation beginning at 10 days the first 12 months, increasing to 15 days the following year, with additional set increases over time
- Three additional floating holidays during the winter holiday season (12/15-1/7)
- Two personal days annually
- [for exempt employees: Comp time]
- [for non-exempt employees: Overtime after 40 hours]
- Other reasons you will love working at MCASA:
 - Organizational commitment to survivor justice, sexual assault prevention, and offender accountability
 - Organizational culture that is inclusive, supportive, and purposeful
 - Balance between individual and collaborative work
 - Professional development opportunities inside and outside the agency

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is regularly required to sit; use hands to finger, handle, or feel; and talk or hear. The employee frequently is required to stand, walk, and reach with hands and arms. The employee

must occasionally lift and/or move up to 10 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception, and ability to adjust focus. This job requires the ability to travel to and from different locations within the State of Maryland.

Work Environment

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The noise level in the work environment is usually moderate.

Most MCASA staff work remotely, with MCASA provided laptops and office supplies. In-person attendance for external meetings and court appearances may be required, and occasional in-person MCASA meetings are possible. MCASA employees have the option of working in office space in Silver Spring, Maryland, subject to COVID restrictions and available workspace. Staff may also be required to go to agency offices or other locations in Maryland to obtain client files, supplies, and the like.

Commitment to Diversity

MCASA is an equal opportunity employer. Its policy of nondiscrimination means that all employment decisions will be based on merit and without regard to factors unrelated to job performance, such as ethnicity, creed, marital status, national origin, religion, gender, age, sexual orientation, and physical, emotional or mental capacity.

Note to Potential Applicants: Applicants do not need to possess all of the listed qualifications. Research shows women and people of color are less likely to apply for jobs where they do not meet all of the listed qualifications. If you don't meet all qualifications but think you would be a good fit for the position, please apply.

MCASA values diverse life experience and is an Equal Opportunity Employer. People of color, people with disabilities, and/or people who identify as LGBTQI are strongly encouraged to apply. Our ideal candidate will share our passion and commitment to believing and supporting survivors, holding people who cause harm accountable, and taking action to end sexual assault in Maryland. We also expect that all members of our organization recognize that sexual violence and oppression are intricately linked, and are dedicated to grappling with the complexities of societal power and privilege in order to create an inclusive movement to end sexual violence. Candidates must be able to recognize personal biases and address them productively, as well as communicate effectively with a wide range of individuals, groups, and organizations.

To Apply

Send resume, cover letter, and legal writing sample to jobs@mcasa.org. Please include your name and position title in the subject.