

# THE WAGE JUSTICE CENTER

*Dedicated to Enforcing the Basic Rights of California's Workers*

3250 WILSHIRE BOULEVARD • SUITE 1010 • LOS ANGELES • CALIFORNIA • 90010  
TELE: (213) 273-8400 • FAX: (213) 785-1708 • WEB: WWW.WAGEJUSTICE.ORG

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## **JOB ANNOUNCEMENT: Legal Director**

Wage Justice Center (WJC) is a legal services nonprofit that enforces wage theft judgments for workers throughout California, with an emphasis on Southern California. WJC is combatting wage theft by using enforcement tools such as bank levies and affirmative litigation to hold corporations accountable to pay workers. We use the corporate creditor protections traditionally only afforded to commercial entities for low-wage workers. We disrupt corporate shell games by using innovative strategies and aggressive legal advocacy.

WJC is seeking a Legal Director. The Legal Director (LD)'s **responsibilities** will include:

- Advancing WJC's mission by providing management and direct supervision of a team of 3-8 full-time staff attorneys, attorney fellows, and legal support staff. LD will conduct initial 3-month and annual evaluations of each legal staff member; Supervise and manage legal staff member case-loads;
- Providing overall strategic direction of the litigation and judgment enforcement work;
- Manage a caseload- below that of the WJC staff attorneys your supervising – for which LD shares primary or secondary responsibility;
- Working with the Executive Director and Director of Administration & Finance to ensure organizational policies are implemented;
- Ensuring WJC maintains a full docket of affirmative litigation in low-wage and underground economy industries;
- Building and sustaining a legal program to serve the needs of low-wage workers;
- Creating a pipeline of retained cases, including identifying and managing various channels for new cases. (New ideas are welcome, including launching a clinic or partnering with existing clinics and outreach efforts);
- Managing and developing relationships with external stakeholders and partners.

### **QUALIFICATIONS:**

- Minimum four years of litigation, including wage & hour, employment or creditor/debtor experience, ideally with background in representing low-wage workers;
- Collaborative style and demonstrated commitment to fostering team members' professional growth in a collegial environment;
- Passionate commitment to social justice and to WJC's goals and mission of empowering low-wage and immigrant workers
- Track record of treating clients and/or workers with respect and dignity
- Track record of successfully collaborating with non-attorney, professional staff to achieve shared goals
- Experience and demonstrated ability to lead and manage teams of licensed attorneys, law school students and attorney fellows, licensed paralegals and other professional staff;
- Successful track record moving people to take individual and collective action;
- Demonstrated commitment to racial equity analysis and action analysis

- Effective interpersonal and communication skills, including ability to write and speak persuasively to diverse audiences, including the general public, lawyers, advocates, low income communities, communities of color, immigrants and immigrant groups, and community leaders;
- Experience with fee-generating civil rights cases;
- Spanish-language capacity strongly preferred
- J.D. and California State Bar membership required

**BENEFITS:** Competitive salary, commensurate with experience, plus benefits, including health care, Metro Tap Card, vacation and sick time and all major court holidays.

**TO APPLY:**

Submit your resume and cover letter by email with "WJC Legal Director" in the subject line to [renee@wagejustice.org](mailto:renee@wagejustice.org). Applications received by 11/5/18 will receive priority. After our initial screen, a list of three professional references and a legal writing sample will be required. WJC is an equal opportunity employer, committed to diversity and inclusion in the workplace. No phone calls please.