

Job Announcement: Civil Rights Attorney

The Council on American-Islamic Relations is the largest Muslim civil rights and advocacy organization in the United States. The Massachusetts chapter (CAIR-MA) is seeking a talented and enthusiastic civil rights attorney with a demonstrated commitment to public interest advocacy and serving diverse communities.

Organization. CAIR-MA's mission is to enhance the understanding of Islam, encourage dialogue, protect civil liberties, empower American Muslims, and build coalitions that promote justice and mutual understanding. For nearly 30 years, CAIR has represented countless clients who have been victims of discrimination and harassment, served as the voice of the American Muslim community in the media, and challenged Islamophobia on the national and local levels.

Founded in 2015, CAIR-MA has become one of the leading Muslim institutions in New England. We are more than a law office: in addition to our legal work, we organize and educate Muslim youth to be the next generation of leadership, engage in interfaith coalitions, advocate for policies that promote religious and racial justice, and serve as leaders in the local Muslim community.

Position. The civil rights attorney will be the second lawyer in our Legal Department, which currently handles cases involving discrimination against Muslims in the areas of hate crimes, bullying, employment, education, FBI surveillance, housing, public accommodations, and travel abuses at airports and border crossings.

Duties and Responsibilities:

- A high priority is to develop cases that lead to impact litigation, in which the outcomes set precedent statewide/nationwide;
- A high priority is to respond to the community's needs by way of education and outreach on issues facing the Muslim community;
- Nurture relationships with allies and other partners for advocacy and problem solving purposes;
- Identify and develop strategies to counter systemic issues facing the Muslim community, including responding to practices which are unconstitutional or where there is overreach by government actors;
- Develop educational materials for the Muslim community;
- Recruit co-counsel for larger-scale impact litigation
- Recruit and supervise legal interns;

- Travel for outreach, including participating in community events and coalition meetings;
- Collaborate with CAIR National's legal team and other local and national civil rights organizations.

Location: We are currently working remotely, and anticipate continuing to do so for at least the next twelve months. However, you will need access to an appropriate space to hold confidential and privileged conversations.

Time Commitment: Full-time with occasional evenings and weekends required.

Qualifications:

- J.D. from an accredited law school;
- Current or anticipated eligibility to practice law in Massachusetts;
- Experienced litigator with an emphasis on civil rights law on religious freedom and issues affecting the Muslim community, although candidates with other relevant legal experience are also encouraged to apply;
- No public disciplinary actions on record or pending;
- Strong time management skills with a demonstrated ability for meeting deadlines;
- Comfort working productively in a fast-paced, team-oriented environment;
- Ability to work independently and to juggle competing demands;
- Excellent oral and written communication skills, including public speaking experience;
- Experience working with people from diverse cultural and socio-economic backgrounds;
- Access to a working vehicle and the ability to drive throughout Massachusetts;
- A strong commitment to the mission of CAIR-MA.

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Time Commitment: Full-time with occasional evenings and weekends required.

Compensation:

- Compensation commensurate with skills and experience;
- Generous benefits package includes reimbursement for medical insurance, state and federal holidays, Eid al-Fitr and Eid al-Adha, four weeks vacation, and sick leave;

- Board of Bar Overseers registration fees, malpractice insurance, and Continuing Legal Education costs;
- Potential eligibility for student loan debt forgiveness.

To Apply:

Please send (1) cover letter discussing your interest in the position, (2) resume, (3) brief example of your legal writing, and (4) names and contact information for three references, to info@ma.cair.com with the subject line "Civil Rights Attorney."

Application Deadline: Review of applications will begin immediately. Applications will be accepted until the position is filled.

*** CAIR-MA is an equal opportunity employer.***