

### Staff Attorney

Join an organization dedicated to improving our community through programs that provide equal access to legal services. The **Cooperative Restraining Order Clinic (CROC)** currently has an opportunity for a **Staff Attorney** to become part of our team.

### About CROC:

The Cooperative Restraining Order Clinic is a fiscally sponsored project of the Justice & Diversity Center of the Bar Association of San Francisco. CROC empowers domestic violence, sexual assault, and stalking survivors in San Francisco to understand their legal rights and options, and we provide free legal services to help survivors enforce and protect those rights. CROC operates as a collaborative supported by four member agencies: API Legal Outreach; Bay Area Legal Aid; the Riley Center of St. Vincent de Paul Society; and the Justice & Diversity Center of The Bar Association of San Francisco. Our office is located in the Inner Mission District of San Francisco.

### About the Job:

This position requires an attorney with a demonstrated strong commitment to public interest and social justice advocacy and a background in working with domestic violence, sexual assault, and stalking survivors. The staff attorney's responsibilities include interviewing sexual assault, domestic violence, and stalking survivors to complete restraining order applications; representing sexual assault and stalking survivors in Civil Harassment Restraining Order proceedings; providing community education regarding legal rights and remedies of sexual assault and stalking survivors; developing relationships and collaborating with community partners; and engaging in other tasks and projects that further the interest of CROC's mission and operations as a non-profit. This is a full-time position which will include alternating Thursday evening and Saturday day-time hours.

The successful candidate will have the following:

### EDUCATION & EXPERIENCE

- ▶ **Required:** Licensed member of the California State Bar in good standing (applicants taking the October 2020 California Bar Exam may be considered)
- ▶ **Required:** At least one full year of experience practicing family law or responding to the practical and legal issues encountered by survivors of sexual assault, domestic violence, or stalking

### SKILLS & REQUIREMENTS

- ▶ Bilingual verbal and written fluency in Spanish or Cantonese preferred
- ▶ Demonstrated passion for and desire to work with survivors of domestic violence, sexual assault, and stalking
- ▶ Comfort with litigation
- ▶ Excellent writing, analytical, advocacy, and organizational skills
- ▶ Ability to work well with diverse populations and to work calmly and effectively with clients in crisis
- ▶ Ability to work independently and as a team player

### Why Work For Us:

We offer a collaborative work environment and a progressive work culture. Additionally, we are a mission and values based organization.

Starting salary is competitive with other nonprofits. We also offer a generous benefits package that includes a choice of medical insurance plans, dental insurance, vision insurance, pretax commuter, health, and dependent care accounts, employer paid short- and long-term disability insurance, life insurance, and a retirement and profit-sharing benefit, and more! CROC is strongly committed to diversity and encourages applications from people who can contribute to our diversity, including people with disabilities.

### To Apply:

Please submit (1) cover letter including response to question below (no page limit), (2) resume, (3) writing sample, and (4) references to [resumes@roclinic.org](mailto:resumes@roclinic.org). Review of applications will begin immediately and continue until the position is filled.

*As part of your cover letter, please address the following:*

Many of CROC's clients are low- and very low-income members of our communities. They include people of color, LGBTQ+ people, immigrants, seniors, people with lived experiences of homelessness, people with disabilities, and people from other

underrepresented groups. CROC is committed to enhancing the provision of our services to all clients and creating an inclusive and respectful workplace in which differences are acknowledged and valued. CROC promotes and supports policies that enable us to work effectively in cross-cultural situations with our clients, coworkers, and the community.

How do you think your personal background or experiences, professional or otherwise, have prepared you to: (1) serve our diverse client base effectively, (2) work effectively with colleagues from different backgrounds than your own, and (3) acknowledge the systemic barriers that our clients face? Feel free to think broadly about your response to this question, provide examples, and apply various aspects of your life and personal experiences.

**No phone calls please.** Due to the amount of resumes we receive each day, we will not be able to respond individually with the status of your application.

**October 2020 Bar Examinees:** We will consider applications from 2020 California Bar Examinees.