



LEGAL DIRECTOR

JULY 5, 2017

ABOUT THE ACLU OF KANSAS

The American Civil Liberties Union of Kansas (founded in the mid-1960s) is an affiliate of the national ACLU (founded in 1920) and operates as a private, non-profit organization. (The ACLU of Kansas and the ACLU Foundation of Kansas are affiliated corporate entities that share the same mission, office space, and employees. This job posting refers collectively to the two organizations as "ACLU of Kansas.") We are the state's largest and most influential civil rights organization, combining litigation, policy advocacy, communications, and organizing tactics to promote a broad range of individual rights and liberties. These include, but are not limited to, racial justice, criminal justice reform, digital and informational privacy, LGBT equality, reproductive justice, immigrant and refugee rights, and freedom of speech and religion. The ACLU of Kansas has over 30,000 supporters across the state.

The ACLU of Kansas maintains a fast-paced and friendly work environment, with eight staff members and an annual budget of approximately \$900,000. The headquarters is located in Overland Park, and there is a small office in Wichita. To learn more about the work of the ACLU of Kansas, please visit <https://www.aclukansas.org/>.

POSITION OVERVIEW

The ACLU of Kansas seeks a Legal Director to lead its statewide program of impact-oriented litigation and legal advocacy. This is an opportunity for a visionary attorney to build on the success of the premier civil liberties and civil rights legal organization in Kansas.

The Legal Director is a strategic thinker with the passion, drive, and creativity to defend and expand civil rights and civil liberties through litigation and legal advocacy. The Legal Director is a key member of the senior leadership team, which works with the Executive Director to shape the ACLU's work in Kansas. The Legal Director reports directly to the Executive Director and provides strategic leadership and coordination for both litigation and non-litigation legal advocacy undertaken by the ACLU of Kansas. Using an integrated advocacy model, the Legal Director works in close coordination with the legislative advocacy team and the communications, development, and field programs, as well as national ACLU staff.

RESPONSIBILITIES

The Legal Director is based in Overland Park and has the following specific responsibilities:

- In coordination with Executive Director, develop vision and set overall strategy for the ACLU of Kansas legal program.
- Ensure the ACLU of Kansas maintains an active and diverse litigation docket consistent with the priorities established by the Board of Directors through its strategic planning.
- Investigate and litigate select civil liberties/civil rights cases in state and federal courts.
- Supervise legal staff (volunteers and legal interns/fellows), including overseeing legal intake, managing workloads, and providing mentorship.
- Prepare legal memoranda and demand letters. Review, comment on, or write amicus briefs. Provide legal analysis to other ACLU staff.

- Coordinate collaboration with and legal support for other ACLU of Kansas programs in the promotion of integrated advocacy.
- Collaborate with national ACLU partners and participate in national ACLU conferences.
- Coordinate the Legal Panel, an advisory committee of volunteer attorneys to the ACLU of Kansas.
- Maintain communication and contact with the legal community, and develop a network of cooperating attorneys within and outside Kansas.
- Serve as a spokesperson for the ACLU of Kansas in the press, as a public speaker, and before other audiences, as appropriate. Coordinate media strategies for legal cases with communications staff.
- Collaborate with communications staff in drafting press releases, op-eds, and articles for newsletter, website, social media, and other outlets.
- Report on legal program activities to funders and the ACLU of Kansas board of directors, attending board meetings as required by the Executive Director.
- Support fundraising efforts and perform other duties assigned by the Executive Director.

REQUIRED QUALIFICATIONS

- At least 5 years of trial and appellate litigation experience in state and federal courts. (Extraordinary candidates with less experience will be considered.)
- Experience working with clients from diverse constituencies.
- Strong leadership skills.
- Excellent research, writing, and oral communication skills. Demonstrated ability to communicate complex legal issues in the courtroom and to the public.
- Demonstrated ability to work cooperatively with lawyers, other staff members, volunteers, and community organizations.
- Deep commitment to and passion for the advancement of civil rights and civil liberties.
- Demonstrated ability to manage, prioritize, and meet numerous deadlines and diverse responsibilities in a timely and professional manner.
- A team-building, collaborative, and positive manner.
- A commitment to diversity and respect for differences of race, ethnicity, age, gender, sexual orientation, gender identity, religion, ability, and socio-economic circumstance.
- Kansas Bar admission is required. An attorney not currently admitted to the Kansas Bar shall seek admission and be admitted within a mutually agreed upon time frame.

PREFERRED QUALIFICATIONS

- A background in constitutional law and civil rights.
- Experience recruiting, training, supervising, and motivating other attorneys.
- Experience working in nonprofit settings, especially advocacy organizations.

COMPENSATION AND BENEFITS

Salary is commensurate with similarly-situated nonprofit advocacy organizations, based on experience and qualifications. Excellent benefits offered, including health and dental insurance, a defined contribution retirement plan, and generous vacation, holiday, and medical leave policies.

APPLICATION PROCEDURE

All applications are treated confidentially. Submit a letter of interest; resume; two relevant professional writing samples no longer than ten (10) pages each (e.g., memoranda of law or demand letters demonstrating research, writing, and legal analytical skills); salary requirements; and three professional references, identifying their relationship to you and including their email addresses and phone numbers. Email your application to:

Doug Bonney
Legal Director, ACLU of Kansas
dbonney@aclukansas.org

Please include "Legal Director" in the subject line. No calls or in-person applications, please.

DEADLINE

Applications will be reviewed beginning the week of July 24, 2017, and will be accepted until the position is filled. The job announcement will be removed from our website when the position has been filled.

The ACLU of Kansas is an equal opportunity employer. We value a diverse workforce and an inclusive culture. The ACLU of Kansas encourages applications from all qualified individuals without regard to race, color, religion, sex, gender identity or expression, sexual orientation, age, national origin, marital status, citizenship, disability, or veteran status.