



## Ohio Alliance to End Sexual Violence

### Position Description for: Junior LAV Attorney

Ohio Alliance to End Sexual Violence (OAESV) is Ohio's members-based statewide coalition. OAESV strongly believes that there is power and strength in our collective voices. A primary function of the coalition is to ensure there is a continuum of timely, inclusive, and effective supports, services, and resources for all individuals who have been impacted by sexual violence and want that access. We do this work through an anti-oppression lens.

**The Ohio Alliance to End Sexual Violence (OAESV) seeks a full-time [Junior Legal Assistance for Victims \(LAV\) Attorney](#) to work directly with the Director of Legal Services & Advocacy and the Senior LAV Attorney. The Junior LAV Attorney is responsible for providing legal representation to survivors of sexual violence and human trafficking across Ohio's 88 counties, with a particular emphasis on areas with a documented lack of resources for survivors. In addition, this position will work with other members of the OAESV Legal Team to provide training to members of the private bar seeking to provide pro bono or low-cost legal assistance to survivors of non-intimate partner sexual violence. This position will collaborate with the Legal Team on comprehensive and coordinated legal representation for survivors in campus hearings and civil cases in Ohio courts.**

Our ideal candidate will share our passion and commitment to believing and supporting survivors, holding perpetrators accountable, and taking effective action to end sexual violence in Ohio. We also expect that all members of our team 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.

All applicants must be familiar and agree with OAESV's mission statement and philosophy regarding the elimination of sexual violence, anti-oppression, empowerment, inclusiveness, and social change. Ideal candidates will have a solid understanding of the root causes of sexual violence, knowledge of macro-level, statewide work, and the need to create public policy advocacy strategies to end sexual violence. As is the case with all positions on our team, the selected candidate will be expected to think outside of the box, to be solution-focused, and to find opportunity amid challenges. The ideal candidate will have empathy, vision, a positive attitude, high professional standards, and passion for the mission of OAESV. In addition, candidates should be politically savvy, outcome-oriented, and interested in being part of a progressive, mission-driven team. They should have a mind for strategic planning and work with intention and accountability.

**SALARY RANGE:** \$72,000 to \$75,000 a year, commensurate with experience

**REPORTS TO:** Director of Legal Services & Advocacy

### **ESSENTIAL DUTIES AND RESPONSIBILITIES**

- Provide holistic legal representation for survivors of sexual violence, with an emphasis on immigrant survivors, rural survivors, and survivors engaged in K-12 and campus Title IX matters under Senior LAV Attorney supervision
- Engage in legal research and writing for representation and training
- Collaborate with legal team to maintain VAWA-compliant confidentiality policies and procedures
- Collaborate with local program advocates and OAESV Legal Team staff to safety plan with survivors receiving LAV-funded legal services, when appropriate
- Deliver continuing legal education courses (CLE) for attorneys, as well as webinars and in person trainings on legal options for rape crisis program advocates
- Deliver two one-hour webinars for attorneys per year on trends impacting survivors, in collaboration with the Senior LAV Attorney
- Work with the Director of Legal Services & Advocacy and Survivor Coordinator to recruit and foster relationships with law firms capable of serving survivors of non-intimate partner sexual violence on a pro bono basis
- Expand knowledge base about sexual violence legal matters among private attorneys across Ohio
- Work in conjunction with OAESV's member rape crisis center programs to schedule and provide brief advice to survivors at convenient locations, depending on need
- Provide brief advice to survivors via telephone or other means, as part of an effort to reduce barriers associated with scheduling and costs
- Work with other staff members to secure cost-effective interpreting services for survivors engaging LAV-funded services
- Stay up-to-date on legal trends impacting survivors and empirical tools useful in court
- Travel as needed to conduct representation without adding cost to low-income survivors
- Work collaboratively with LAV Paralegal

### **OTHER DUTIES AS ASSIGNED**

- Engage with OAESV staff, both individually and as a group, including through meetings, retreats, and programmatic collaborations
- Adhere to the philosophy, policies, and procedures of OAESV
- Complete other tasks as necessary to carry out OAESV's mission and work - as assigned by supervisor

## QUALIFICATIONS – Ohio State Bar, Anti-Oppression Approach, and Knowledge of Sexual Violence

- Juris Doctorate Degree; admitted to Ohio State Bar
- Ability to work independently and as part of a team to provide comprehensive legal representation to survivors in campus and K-12 Title IX hearings, family law proceedings, victim rights matters, and other LAV-approved case types that arise
- Ability to monitor and adhere to court deadlines
- Ability to effectively communicate legal issues and decisions to survivors of sexual violence
- Excellent legal research and writing skills
- Self-directed work ethic and effective time management skills
- Desire to elevate the voices and experiences of marginalized individuals and communities without profiting from their lived experiences
- Excellent written and oral communication skills; able to write clear, structured, articulate, and persuasive policy memos, analysis, and proposals; exceptional proofreading skills
- Ability to communicate legal issues and interpretations in oral and written form to crisis centers and other individuals
- Ability to work remotely as part of a team, and to travel extensively as needed
- Ability to use computerized programs such as database, data processing, design/presentation software, case management software, and other communication and event software programs
- Ability to complete necessary paperwork and meet deadlines
- Ability to network and perform public speaking and demonstrations
- Ability to hear, reflect, and act on feedback regarding identity and equity with the aim to learn
- Awareness of and sensitivity to issues of sexual violence victimization, prevention, and response

## HOURS & LOCATION OF WORK

This is a full time, salaried position (40 hours/week), requiring and offering flexible hours. Some evenings and weekends may be required. As part of a statewide coalition, the Junior LAV Attorney may be based from a remote office anywhere in Ohio, with the understanding that many meetings take place in rural parts of the state. Candidate must have the ability to communicate regularly with OAESV staff and to travel extensively throughout the state as needed, including for regular all-staff meetings.

OAESV offers a robust and competitive compensation package to all eligible employees after 90 days, which includes but is not limited to, vacation, sick, and self-care time. Employee will be eligible for medical, dental, supplemental insurance, group life insurance, and a 401k plan.

Ohio Alliance to End Sexual Violence is an equal opportunity employer. OAESV values the importance of addressing issues of racism, homophobia, ableism, and other issues of oppression in order to make services accessible to all individuals regardless of race; color; sex; gender identity and expression; sexuality; national origin; religion; age; ethnic background; and social, economic, immigration, marital, physical, and/or mental status. People from historically underserved communities are strongly encouraged to apply.

[Please submit cover letter and resume by following this link.](#) Please highlight any experience that specifically addresses the essential functions.