



Fair Housing Advocates of Northern California

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www.fairhousingnorcal.org ▼ fhanc@fairhousingnorcal.org

JOB POSTING: Staff Attorney **(Full-Time, Spanish preferred)**

ORGANIZATION OVERVIEW

Fair Housing Advocates of Northern California (FHANC) is a private non-profit organization. FHANC's mission is to increase diversity in the communities it serves and to maximize housing opportunities for all persons regardless of disability, race, color, religion, national origin, familial status, gender, marital status, sexual orientation, gender identity, age, occupation, ancestry, source of income, immigration status, or other protected class.

DUTIES AND RESPONSIBILITIES

- Provide direct fair housing counseling services in English (and Spanish, if applicable) to tenants and homeowners who have experienced housing discrimination and/or clients with disabilities who require reasonable accommodations by providing advice to clients, advocacy/intervention on behalf of clients, and representation of clients in administrative complaints to HUD and/or the California Civil Rights Department
- Assist Supervising Attorney with lawsuits and/or collaborate with counsel of record to support agency lawsuits
- Assist in education and outreach efforts, including presenting fair housing trainings for housing providers, social service providers, advocacy organizations, and/or community members; attending community and advocacy organization meetings, municipal/local government hearings and/or housing authority meetings; preparing comments on policy issues on behalf of the organization; and engaging in other relevant outreach events as appropriate
- In collaboration with management, implement programs designed to meet various grant goals and compile data for quarterly reports; contribute to drafting new grant proposals

REQUIRED QUALIFICATIONS

- Juris Doctor
- Commitment to fair housing and civil rights; knowledge of federal and state fair housing laws desirable
- Excellent oral communication skills, including public speaking and interpersonal skills
- Excellent written communication skills
- Strong analytical and organization skills and ability to manage multiple cases
- Self-motivation and ability to meet project deadlines and maintain accurate records
- Ability to work effectively with a diverse community and with patience, tact, and respect when interacting with the public and other staff
- Ability to access, read, and interpret legal documents, federal and state fair housing statutes and regulations
- Ability to conduct trainings for fair housing professionals, government agencies, and industry groups
- Ability to represent FHANC effectively in a professional and exceptional manner
- Experience with Microsoft Word, Excel, Salesforce, PowerPoint, and other software desirable

EQUITY STATEMENT

FHANC is committed to fostering a diverse staff and we seek to fill this position with someone who shares our values, including our organizational commitment to diversity. We recognize that organizations may miss out on strong applicants who screen themselves out of the process because they do not meet every qualification and that disproportionately impacts people from historically marginalized backgrounds. If you find that you meet many of the qualifications in the job description, we encourage you to apply. A welcoming, inclusive, and culturally diverse staff allows us to best serve our community.

SALARY

Salary will be in the range of \$65,000 - \$80,000, dependent on Spanish-speaking ability, admission to the California Bar, and experience. Benefits and paid vacation time included.

Our current work model is a remote/in-office hybrid, with occasional in-person work required.
To apply please submit resume and cover letter to Julia@fairhousingnorcal.org and Peattie@fairhousingnorcal.org.
Applications will be accepted until the position is filled. No calls please.