



TRANSFORMING
LIVES THROUGH
JUSTICE

Position: Director of Pro Bono Programs

Organization: Partners is a non-profit that passionately advocates for survivors of domestic and sexual violence, helping them rebuild their lives to be free from harm and fear. We are a team of advocates, staff, and volunteer lawyers, supporting survivors and their decisions with the tools and knowledge to help them speak their truths, secure justice, and rebuild their lives. We are committed to an inclusive culture and equitable actions, working with our communities to support equal access to justice and safety. Our culture is compassionate, collaborative, and mission driven.

Partners is committed to centering its work in equity to achieve justice and safety for survivors of domestic and sexual violence, especially those from historically excluded communities. We support survivors in their pursuit of justice. We aim to eliminate systemic racism, bias, and structural inequities in any form. We believe our highest purpose is creating equity and that change starts with us.

Director of Pro Bono Programs Responsibilities:

Supervision and Implementation:

- Supervise and manage Partners' thriving Pro Bono Programs, including trial, appellate, and clinical advocacy programs
- Implement Partners' long-term strategic pro bono goals and objectives
- Supervise all volunteers, including attorney, community, and student volunteers
- Recruit and supervised college and legal interns
- Supervise Pro Bono Program staff
- Assist with grant development and reporting and with data collection

Mentorship and Case Management:

- Recruit, train, retain and provide hands-on mentorship to volunteer attorneys
- Ensure effective and high-quality pro bono representation of clients in domestic violence and family court matters.
- Match clients with pro bono attorneys
- Co-counsel with pro bono attorneys
- Provide mentorship and support in appellate advocacy
- Maintain a small direct services caseload, as practicable

Training:

- Organize trainings for pro bono attorneys and develop/update training materials
- Develop novel continuing legal education trainings focused on victim representation and advocacy
- Conduct attorney trainings

Relationship Building and Collaboration:

- Serve as an ambassador for the organization
- Foster and maintain relationships with law firms, corporations and law schools
- Build relationships with new firms to join the Pro Bono Programs
- Assist in developing communications regarding the Pro Bono Programs
- Represent Partners at relevant conferences, meetings, presentations and outreach events
- Collaborate with Partners' Development Team in building philanthropic relationships with major firms and organizations.
- Collaborate with Partners' Development Team in selecting and honoring the work of pro bono volunteers.

Qualifications:

- Admission to practice law, and in good standing, in New Jersey
- 5+ years of relevant legal experience
- 3+ years of supervisory experience
- Excellent writing and oral advocacy skills
- Excellent professional judgment
- Excellent interpersonal skills
- Demonstrated commitment to domestic violence issues
- An understanding of private law firm and corporate pro bono culture
- Ability to work independently as well as collaboratively
- Proficient in use of computer and software applications (Word, Excel, etc.)
- Ability to speak Spanish or a second language is a plus

The salary range for this position is \$95,000-\$105,000.

If interested, send resume and cover letter, via email to: careers@partnersnj.org. Only applicants considered for the position will be contacted. Thank you for your interest.

Partners is an equal opportunity employer and does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.