

Position	System Change Attorney	<p>POSITION OVERVIEW: The System Change Attorney is committed to centering marginalized communities and creating the conditions where every person can thrive by providing family law legal representation, immigration law consultation and remedies, and program, advocate, and staff support.</p>
Classification	Full-time, Exempt	
Salary/Wage	\$56,000 <i>(negotiated based on experience)</i>	
Responsible to	Executive Director	
Location	Remote and in-office as required	
Main Office	Des Moines, IA	

COMMITMENT TO EQUITY

ICADV is committed to building a diverse team that reflects the communities we serve and presents various experiences, backgrounds, perspectives, and skills. We encourage applications from those with diverse backgrounds. ICADV provides equal opportunity to all persons regardless of age, race, color, ethnicity, national origin, sex, gender identity, sexual orientation, ability, religion, political affiliation, economic position, relationship status, residence, or criminal history.

ABOUT ICADV

ICADV is a state-level non-profit organization working to address the needs of survivors of domestic violence for more than 35 years by challenging systems of inequity and developing resources through movement building, training and education, legislative action, and direct services. ICADV's primary activities include engaging in systems change, developing leadership skills, and strengthening state-funded member domestic violence and shelter programs. We facilitate training, education, and technical assistance to organizations and leaders seeking to end interpersonal and system-based violence. ICADV survivor-focused programs include housing & economic justice education and legal assistance to victims. As an organization engaged at the state and national levels, we coordinate legislative action at the state level.

POSITION RESPONSIBILITIES

Your passion for the law and social/racial justice will serve as a foundation for all of your responsibilities as the System Change Attorney. You will

- Provide legal expertise to ensure best practices and legal oversight of the clinic
- Provide in-depth family law consultation and representation to survivors of domestic violence, dating violence, sexual assault, and stalking. (85% cases)
- Provide in-depth immigration consultation and representation to survivors of domestic violence, dating violence, sexual assault, and stalking. (15% cases)
- Provide limited legal consultation, including legal advice, referrals, and support to victims of domestic violence who contact the coalition office through brief service phone sessions.
- Collaborate with ICADV staff, community organizers, and key stakeholders on policy engagement and advocacy work concerning issues raised by clients and constituents.
- Ensure compliance with Iowa law and ethics code and any other relevant state or federal laws.
- Build community and be in relationship with advocates and member programs to assist victims with accessing legal information and assistance.

- Assist with developing written resource materials useful to domestic violence advocates and victims, including manuals, training curricula, and attorney referral lists.
- Observe, identify, and develop "real solutions" and responses for victims of violence.
- Confidently facilitate training & technical assistance through an intersectional lens.
- Initiate and engage in national & state networking with policy-makers, advocates, and activists.

WHAT DOES IT TAKE?

Experience comes in many forms. We value all of you, your connection to the communities we strive to center, and what you may share with ICADV. Minimum qualifications for this position include:

- Graduate of an accredited law school and admission to the Iowa State Bar.
- Ability to speak a second language fluently.
- Demonstrated understanding of issues surrounding social and racial justice and violence prevention work.
- Understanding or commitment to learning the Iowa courts system, family law, civil procedures and remedies, ethics, and familiarity with criminal law
- Ability to flex communication style to multiple cultural environments
- Committed to providing professional, high-quality, and sensitive legal services to victims of domestic violence, dating violence, sexual assault, and stalking.
- Excellent written and verbal communication skills and ability to engage with racially, ethnically, and socioeconomically diverse communities
- Ability to work cooperatively with other attorneys, co-workers, diverse community organizations, and coalitions

HOW DOES ICADV SUPPORT YOUR THRIVING?

As a non-profit organization, salaries are not as high as they would be in the public sector. However, as an attorney with ICADV, you are valued and receive other benefits that support your health as a staff person and individual. We provide the opportunity to maintain a better work/life balance. Your work with ICADV may also qualify you for the Public Service Loan Forgiveness program. For more information:

<https://studentaid.gov/manage-loans/forgiveness-cancellation/public-service>

SALARY	\$56,000 <i>(negotiated depending on experience)</i>
FRINGE BENEFITS	<ul style="list-style-type: none"> • Single group-health insurance (\$100 of total premium paid by employee); Family healthcare option available at employee cost. • \$400 Monthly Benefit Allowance for health insurance, dental, vision, flex-spending or agency sponsored 403b; • \$50,000 Life-insurance policy, \$25,000 for partner, \$5,000 for dependent child • Employee Assistance Program • Cell phone reimbursement- up to \$75 monthly



<p>VACATION & LEAVE</p>	<ul style="list-style-type: none"> • Vacation: 14 hours/1.75 days a month (21 days a year. Maximum accrual 168 hrs.) with an increased vacation every two years. • Sick Leave: 12 hours/1.5 days a month (18 days a year. Maximum accrual 480 hrs.) • Shared Sick Leave Pool: This is available for use when an employee does not have accrued sick leave. • Holidays: ICADV offices are officially closed on the following days: <ul style="list-style-type: none"> ▪ New Year's Day ▪ Martin Luther King Jr.'s Birthday ▪ Memorial Day ▪ Juneteenth ▪ Fourth of July ▪ Labor Day ▪ Indigenous Peoples Day ▪ Veteran's Day ▪ Thanksgiving Day ▪ Day after Thanksgiving ▪ Christmas Eve <u>through</u> New Year's Eve. ▪ One floating holiday <p>Additional considerations as requested to honor employee's personal religious or cultural practices.</p> • Parental Leave: 8 weeks paid, with four additional weeks optional from employee leave. • Funeral Leave: Up to Five Days • Personal Days: Five sick leave days may be used as personal days. • Paid Administrative Leave in circumstances of natural disaster & pandemic • Employee Longevity-Leave: Three months paid longevity leave after every ten years of employment.
<p>WORK CULTURE</p>	<ul style="list-style-type: none"> • Come as you are and bring all of you. • Take care of yourself. If you're sick, stay home. If you need time off, take it. • We encourage flexibility, supporting a healthy work/life balance. Work a flexible schedule at home or in the office, depending on your daily activity. • Take opportunities to participate in training and engage with individuals and organizations from around the country (as funding allows).

INTERESTED?

Does this position pique your interest? If so, send your cover letter, resume, and three references to director@icadv.org. The position will stay open until filled.

Have questions? You can call 515-244-8028 or email ICADV Executive Director at director@icadv.org.

SAFETY CONSIDERATIONS FOR THE INTERVIEW PROCESS



Due to the ongoing pandemic, candidate interviews may be conducted virtually or in-person with PPE and social distancing. The candidates and ICADV's Executive Director can determine the interview setting.

SUPPORTING YOU FOR THE INTERVIEW PROCESS

ICADV will provide support to all individuals selected for interviews to ensure they bring their whole selves, including but not limited to reliable access to technology, phone service, internet connection, transportation, childcare, and travel costs associated with the interview.