



Job Title

Human Trafficking Policy Project Attorney

Position Overview

MCASA is Maryland’s sexual assault coalition and includes the State’s rape crisis centers and others concerned with ending sexual violence. MCASA includes SALI (the Sexual Assault Legal Institute) which provides direct legal services to survivors, Policy Projects addressing systemic change, and a Program Division which includes training, technical assistance, and prevention designed to respond to and end sexual violence in the state of Maryland. MCASA’s Human Trafficking Policy Project Attorney will help develop Maryland’s capacity to respond to Human Sex Trafficking through Maryland’s “Coordinated Action Against Sex Trafficking,” help support policy development, and handle a small caseload. This is a full-time position that reports directly to the Managing Attorney.

Classification: Exempt

Salary: \$50K (DOE) plus benefits with Maryland Bar admission, high 40s pre-admission

Responsibilities and Duties

- Develop expertise regarding direct service needs of sex trafficking survivors in Maryland
- Collaborate closely with MCASA member agencies to develop Maryland’s capacity to respond to sex trafficking
- Coordinate service provision by rape crisis centers (and other victim services providers working with survivors of sex trafficking) assisting victim/survivors of human sex trafficking
- Identify and coordinate resources for victim services providers working with survivors of human sex trafficking
- Identify gaps in policies and resources for human sex trafficking survivors and develop strategies to address gaps
- Work in coalition with others to support the needs of diverse communities, including diverse communities of survivors and diversity among service providers
- Attend meetings of state and local human trafficking task forces
- Develop policy, standards, and procedures regarding provision of services for survivors of human sex trafficking
- Provide advocacy or representation (if licensed to practice law) to a limited number of survivors of human sex trafficking regarding crime victim rights, immigration, protective/peace orders, victim compensation proceedings, and related matters

- Coordinate with other MCASA/SALI staff and programs
- Provide community outreach, technical assistance and training
- Assist in production of training and technical assistance materials
- Ensure materials and presentations are trauma informed and culturally respectful
- Collect data needed for grant reports or other reasons; assist in report preparation
- Assist in recruiting and supervision of interns
- Prioritize and fulfill responsibilities in accordance with available funding and grant requirements
- Comply with Maryland Rules of Professional Conduct
- Such other duties as assigned by the managing attorney or executive director

Qualifications

- JD from accredited law school and admission or pending admission to the Maryland Bar. Attorneys currently licensed in another State may be eligible for admission under Maryland Rule 19-218 (temporary admission for public interest attorneys licensed out of state). Attorneys admitted under Rule 19-218 must commit to taking the Maryland Bar Exam or have a plan for admission prior to the expiration of temporary admission.
- Experience with debate, performing arts, or public speaking helpful.
- Access to a car and valid driver's license; this position requires some travel within the State of Maryland
- Knowledge or previous work experience with survivors of human trafficking or sexual assault related issues preferred
- Ability to work with other organizations, strong personalities, and people with varying perspectives
- Ability to identify goals and take steps to implement change
- Strong planning skills required
- Respect for differences between cultures, experiences, and priorities

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is regularly required to sit; use hands to finger, handle, or feel; and talk or hear. The employee frequently is required to stand, walk, and reach with hands and arms. The employee must occasionally lift and/or move up to 10 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception, and ability to adjust focus. This job requires the ability to travel to and from different locations within the State of Maryland.

Work Environment

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations

may be made to enable individuals with disabilities to perform the essential functions. The noise level in the work environment is usually moderate.

Commitment to Diversity

MCASA is an equal opportunity employer. Its policy of nondiscrimination means that all employment decisions will be based on merit and without regard to factors unrelated to job performance, such as ethnicity, creed, marital status, national origin, religion, gender, age, sexual orientation, and physical, emotional or mental capacity.

To Apply

Send resume, cover letter, and legal writing sample to jobs@mcasa.org with "Human Trafficking Project" and your name in subject line. Applications will be considered as received, but applicants are encouraged to apply as soon as possible.