



NOTICE OF STAFF ATTORNEY OPENING AMERICAN CIVIL LIBERTIES UNION FOUNDATION OF FLORIDA

The American Civil Liberties Union Foundation of Florida (ACLU), a statewide affiliate of the National ACLU, is seeking an individual to fill the position of Staff Attorney specializing in lesbian, gay, bisexual, and transgender (LGBT) and HIV/AIDS related issues. While the Staff Attorney may be involved in the broad range of ACLU and civil liberties issues, s/he will be expected to work primarily on civil rights issues on behalf of LGBT individuals and families, including basic non-discrimination rights, adoption, relationship recognition and protections, and LGBT students' rights. The Staff Attorney will likely be located in the affiliate's main office in Miami, although placement in one of the ACLU FL's Regional Offices (Tampa, Pensacola, or Jacksonville) may be considered.

The ACLU litigates a broad range of complex constitutional cases in federal and state courts including free speech, Establishment Clause / freedom of religion, LGBT rights, equal protection, civil rights, 4th Amendment rights, and privacy rights. The ACLU litigates through direct representation and by filing amicus briefs.

Advocacy is not limited to ACLU's work in the courts. The ACLU also engages in public education and works in coalition with other Florida organizations on a number of civil rights / civil liberties issues.

The Staff Attorney will:

- Litigate civil rights lawsuits on behalf of lesbian, gay, bisexual, and transgender Floridians in state and federal court;
- Maintain an active case load as well as work and co-counsel cases with cooperating attorneys and the National ACLU's LGBT & AIDS Project;
- Assist in reviewing requests for legal assistance for potential litigation and identifying LGBT legal issues of interest to the ACLU;
- Help advance the ACLU's public policy objectives by working with the ACLU's Public Policy Department to analyze legislation, develop strategies and implement non-litigation strategies to protect the civil liberties of LGBT Floridians;
- Make public appearances before governmental bodies, professional organizations, and the public to discuss issues relevant to LGBT Floridians;

- Provide input into ACLU field efforts to develop effective grass-roots programs to address LGBT issues in the state; and
- Assist with the ACLU's general civil rights and civil liberties legal program.

Supervision: The Staff Attorney will work under the direct supervision of the ACLU of Florida Legal Director.

Qualifications: A minimum of three years relevant experience required. Preference will be given to applicants who have been practicing for at least five years, are admitted to practice law in the State of Florida, and who have prior experience in LGBT issues. Applicants should be self-motivated and capable of complex analytical work. Applicants must possess excellent legal research and writing skills as well as good communications skills. A familiarity with civil liberties issues and a commitment to the goals of the ACLU in defending and advancing civil liberties are essential. Fluency in Spanish is a plus, but not required.

Salary and Benefits: Salary is comparable to other nonprofit Florida advocacy organizations and will be set depending upon experience. The ACLU provides excellent benefits including health and dental insurance, a 401(k) retirement plan, and generous vacation, holiday and sick leave policies.

Application Process: Please submit a cover letter, résumé, and brief writing sample (via e-mail preferred). Applications will be accepted until position is filled.

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The ACLU is an equal opportunity/affirmative action employer. Women, people of color, ethnic minorities, persons with disabilities, and lesbian, gay, and transgender people are encouraged to apply. Spanish and Creole speaking candidates are invited to apply.