

DIRECTOR OF HOUSING JUSTICE
Homeless Persons Representation Project
Location - Baltimore, Maryland
(Hybrid)

The Homeless Persons Representation Project (HPRP) seeks a passionate and motivated advocate to serve as the Director of Housing Justice, leading a small and dedicated team working to prevent the displacement of tenants and combat homelessness.

Who We Are: Homeless Persons Representation Project (HPRP) advances housing justice and works to end homelessness in Maryland by providing outreach, education, and free civil legal services to the unhoused or unstably housed and working to eliminate barriers to housing and employment posed by criminal records. HPRP collaborates with persons with lived experience of homelessness in recognition that people have the power and expertise to determine solutions to systemic issues affecting their lives.

The Director of Housing Justice Position: HPRP's Housing Justice team fights for justice and housing rights for low-income community members through providing direct representation, community-based education and outreach, and local and statewide advocacy. Responsibilities include:

Supervision and Collaboration

- Build, manage, and supervise a 3-person team.
- Provide guidance, mentorship, professional development, and technical assistance to team members.
- Serve as a reliable and engaged team member within HPRP, including engaging in ongoing race equity work.

Initiative and Policy

- Engage in legislative advocacy and policy initiatives related to homelessness, tenants' rights, and eviction at the local and state level.
- Lead community outreach initiatives including creating and distributing educational materials, conducting client outreach, and engaging in know your rights presentations on housing law.

Direct Representation

- Provide zealous representation in matters including eviction defense, subsidized housing rights, subsidy terminations, access to shelter and housing, and housing discrimination.

Minimum Qualifications:

- Juris Doctorate (J.D.) degree from an accredited law school.
- Admitted to practice in the State of Maryland or admitted to another jurisdiction and eligible for admission in the State of Maryland. Out-of-State attorneys must be able and available to take the next scheduled bar exam following the date of employment.
- Experience working with people living in poverty or experiencing homelessness.
- 5+ years of legal experience in positions of increasing responsibility.
- Experience as a team leader or supervisor
- Experience practicing housing law.
- Experience working on legislative advocacy and policy initiatives.

What You Bring:

- Demonstrated commitment to diversity and social justice by using a personal approach that values all individuals and respects differences.
- Excellent analytical and writing skills, including effectively communicating complex legal issues.
- Superior organizational and project management skills.
- Ability to set priorities and handle multiple tasks in a demanding environment.
- Strong interpersonal skills and ability to establish and maintain effective working relationships.
- Aptitude for leadership, mentorship, and inclusive supervision.

Salary & Benefits:

- The minimum starting salary for this position is \$81,000, with increases available for more than 5 years of experience after law school, second language fluency, education, and lived experience. A salary increment will occur at the beginning of the Fiscal Year 2024.
- HPRP has a 35-hour workweek, and flexible scheduling when appearing in court or at other program locations is not required.
- In addition, there are personal incentives, including comprehensive health and retirement plan options. HPRP's package of benefits includes full health coverage (medical, prescription, dental) and a contribution toward family coverage; short- and long-term disability insurance; life insurance; 403(b) plan (employer supplemental salary contribution determined annually); paid vacation, sick, and personal leave; and up to 12 weeks of paid Medical and Family leave.

To Apply: To Apply: Interested candidates should: 1) a cover letter describing interest and qualifications for the position, 2) a resume, 3) a short writing sample (no more than five pages), and 4) the names and contact information of three professional references. These items should be sent (preferably as PDF attachments) to jobs@hprplaw.org. The subject line should specify "Director of Housing Justice." Applications will be reviewed on a rolling basis until the position is filled.

HPRP is an equal opportunity employer. We value a diverse workforce and an inclusive culture. We believe that having a staff, board, and volunteers with diverse personal and professional backgrounds and lived experience enhances our ability to meet our mission and creates an environment where all members of our community can thrive. We strongly encourage applications from Black people, Indigenous peoples, people of color, immigrants, persons with disabilities, members of the TLGBQIA+ (Trans, Lesbian, Gay, Bisexual, Queer, Intersex, Asexual, and more) community, people with lived experience of poverty and/or homelessness, and people from other underrepresented and historically marginalized groups.