

Staff Attorney
Homeless Persons Representation Project
Location – Silver Spring, MD
(Hybrid)

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 Attorney Position:** HPRP's legal practice embraces the value of housing as a human right and seeks to ensure justice for and with persons whose housing rights have been compromised. The staff attorney will provide free legal assistance to unhoused and other persons facing housing and economic insecurity. This position will focus on providing direct service to clients facing eviction or termination of their housing subsidy and barriers to housing and employment. HPRP attorneys also play a crucial role in changing systems and achieving justice through impact advocacy.

The Attorney will:

- Provide legal assistance ranging from advice to representation before administrative agencies and state trial and appellate courts. Full representation includes case investigation and development, written pleading, discovery, in-person trial, post-judgment motions, and appeals.
- Represent tenants in eviction proceedings and housing subsidy termination cases.
- Provide legal representation at one or more Rent Court Dockets in Montgomery County District Court per week.
- Collaborate with *pro bono counsel* on housing and expungement matters.
- Create client and community education materials, conduct regular outreach to identify clients in need of legal services, and conduct know your rights presentations on housing law.
- Collaborate with other attorneys and community partners on legislative, regulatory, budget, and other policy matters relevant to the project area.
- Some weekend or evening hours may occasionally be required.

Minimum Qualifications:

- JD from an accredited law school and licensed to practice law in Maryland or licensed in another state and eligible for admission to the Maryland bar
- One to three years of prior legal experience – prior litigation experience preferred.
 - Two semesters of law school clinical experience or a judicial clerkship will be considered equivalent to one year of legal experience.
- Strong knowledge of Maryland civil law
- Demonstrated commitment to equity and social justice, and personal approach that values all individuals and respects difference
- Excellent analytical and writing skills

- Strong organizational skills and ability to set priorities
- Strong interpersonal skills and ability to establish and maintain effective working relationships and approach and engage tenants in eviction court
- Bilingual skills (in Spanish or another language prevalent in HPRP's client community) are strongly preferred but not required

Salary and Benefits:

- The minimum starting salary for this position is \$67,200 for one year of applicable experience, with increases available for more years of experience after law school, second language fluency, education, and lived experience.
- HPRP has a 35-hour workweek and flexible scheduling when not required to appear in court or at other program locations.
- 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); and paid vacation, sick, and personal leave.

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 "Staff Attorney – Montgomery County."

Vaccination Requirement: All HPRP staff members must stay up to date on their COVID vaccinations, including receiving additional booster doses that currently are or may subsequently be recommended by the CDC. Vaccine exemptions may be granted on a case-by-case basis on religious grounds and in accordance with the reasonable accommodations guidelines of the Americans with Disabilities Act (ADA).

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 community members can thrive. Therefore, 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 or homelessness, and people from other underrepresented and historically marginalized groups.