

Job Title:	Colorado Rural Fellowship Attorneys – up to three positions available
Location:	Alamosa, Grand Junction, La Junta, or other rural CLS office depending on need
Classification:	Exempt (Full-time)
Reports To:	Managing Attorney for specific office
Salary Range:	\$70,622 - \$112,211 (this amount represents salary plus \$4,200 yearly stipend). Salary commensurate with experience based on CLS union attorney salary scale.
Application Deadline:	February 15, 2024

Organization Overview:

Colorado Legal Services (CLS) is Colorado’s statewide nonprofit legal aid program, with thirteen offices providing civil legal assistance to low-income Coloradans throughout the state. CLS provides free legal assistance in a broad variety of legal areas, including family law, public benefits, eviction defense, consumer protection, services to survivors of serious crime and human trafficking, and many others.

CLS has strengthened lives, assisted families, and supported communities—one person at a time for over 90 years. We are committed to providing high-quality, free legal advice and representation to eligible individuals throughout Colorado. We have a long history of successful impact and advocacy. CLS strives to bring about substantive, transformational change in the lives of those we serve.

Position Summary:

Colorado Legal Services (CLS) is pleased to announce the availability of three full time, two-year Colorado Rural Poverty Law Fellowships (CRPLF) beginning in August 2024; the positions each have the possibility of continued employment, contingent on funding. The CRPLF program is seeking outstanding graduating law students, judicial law clerks, and other new lawyers to help expand the reach of CLS’ advocacy for Coloradans in poverty and other vulnerable Coloradans throughout Colorado.

The 2024 Fellowships will focus on the emergent needs of low-income individuals, including for temporary and permanent housing for the increasing population of people experiencing homelessness in Colorado as well as other important areas of legal need such as family law matters, especially for survivors of violence, and to secure and maintain state and federal public benefits. Fellows are encouraged, but not required, to propose a substantive focus area for their Fellowship, as well as a preferred geographic location; we will strive in each placement to match CLS’ need to the candidate’s interest. The Fellows will use what they learn from

individual representation of people experiencing poverty to advocate for systemic change, consistent with CLS' mission to advance the law to eliminate the injustice of poverty.

The Fellows will have the benefit of learning from their experienced CLS colleagues, be guided by their Managing Attorney, and have the opportunity to participate in CLS substantive law Task Force meetings, and from local, state and national civil legal aid organizations, such as the National Legal Aid and Defender Association, the National Housing Law Project, and the National Consumer Law Center, to name a few.

Fellows will work with CLS to publicize Fellowship activities, contribute to the public awareness of legal services in Colorado, and participate in outreach and community education events. The Fellows will also participate in the Colorado Legal Entrepreneurs for Justice Program. CLS provides significant training opportunities and support to all staff and will do so for the CRPLF Fellows.

Essential Duties:

- Provide professional and high-quality direct legal services to eligible low-income individuals, with a focus on resolving complex civil legal issues in federal and state court, and in administrative proceedings.
- Maintain and manage a full client caseload.
- Conduct community outreach and cultivate and manage community-based relationships in collaboration with partner agencies and organizations.
- Work with trusted community partners and other advocates committed to combatting poverty and injustice.
- Display patience, empathy, sound judgment, and trauma-informed services while providing clear and transparent communication to clients, managing their expectations effectively.
- Ensure comprehensive and current documentation in case management system.
- Additional tasks and duties as assigned or needed to meet the needs of the organization, or as assigned by Managing/Supervising Attorney.

Required Qualifications:

- License to practice law in the state of Colorado, eligibility to waive into the Colorado Bar, or plan to take either the February or July 2024 Colorado Bar Exam.
- Excellent written and verbal communication skills.
- Reside in the State of Colorado (or be willing to relocate to Colorado as a condition of employment), have a valid driver's license, and have access to a reliable vehicle for some travel.
- Ability to work independently and also as a team player.
- Demonstrated commitment to justice, and a desire to disrupt existing systems of oppression.
- Ability to work in a fast-paced environment, manage a litigation caseload, and meet deadlines.

- Demonstrated sensitivity to the legal needs of low-income individuals, seniors, individuals with disabilities, people of color, and individuals with no or limited English proficiency.

Preferred Qualifications:

- Spanish or other non-English language skills relevant to our client population.
- Demonstrated litigation skills or interest in litigation.
- Experience working with vulnerable populations.

Compensation and Benefits:

We offer a generous plan that includes 100% employer paid premiums for employee health, dental, vision, life, and long-term disability insurance as well as partial employer paid premiums for spouses/dependents, based on a sliding scale. We also offer Dependent Care and Medical Flexible spending accounts, a 403(b) retirement account, and an Employee Assistance Program (EAP). Additionally, CLS offers a \$350.00 monthly stipend (to be used as you choose), generous paid time-off and 12.5 paid holidays per year. CLS values its employees' commitment to working hard for the population it serves and recognizes the importance of work/life balance; therefore, we offer flexible work schedules and hybrid work arrangements as appropriate. We promote and foster a diverse, inclusive, equitable, and psychologically safe work environment, striving to be a "Best Place to Work" in Colorado. The salary of law graduates who have not yet passed the bar is \$69,622.

How to Apply:

Please email a copy of your cover letter, resume, professional references and legal writing sample to [hiring@colegalserv.org](mailto: hiring@colegalserv.org) as a single combined PDF. Please include "**Colorado Rural Poverty Law Fellowship Attorney**" in the subject line.

Note: Please mention how you heard about the job announcement in your email.

Please no solicitations from recruitment firms.

Our Commitment to Diversity, Equity, Inclusion, and Belonging:

CLS embraces diversity, equity, inclusion, and belonging as an Equal Opportunity Employer. We are committed to building and retaining a workforce that respects and empowers each individual and represents a variety of diverse cultures, perspectives, skills, and experiences. We encourage all qualified candidates to apply for this position.