SUPERVISING ATTORNEY, CHILDREN’S DEFENSE TEAM

Job Description: Supervise four attorneys and two investigators within a holistic defense model at the juvenile public defender for Orleans Parish.

Salary: Up to $80,000 depending on experience

Must Have: A J.D. with current good standing to practice law in Louisiana or a willingness to join the Louisiana Bar; significant management/supervisor experience

Start Date: As soon as possible

Organizational Overview

The Louisiana Center for Children’s Rights (LCCR) fights to keep children out of the justice system so that they can thrive in their homes and communities. We both represent individual children in their court cases and address the systemic issues that trap marginalized youth in the justice system.

Juvenile Defense: As the juvenile public defender in New Orleans, our Children’s Defense Team represents over 90% of children in the city who come into contact with the juvenile justice system. We provide each child with a holistic team – a lawyer, social worker, investigator, and youth advocate – to address both the causes and consequences of an arrest.

Juvenile Life Without Parole: We represent the majority of Louisianans who are facing or serving life without parole sentences for crimes they committed as children, which the U.S. Supreme Court has ruled unconstitutional in all but the rarest cases. We know that children can and do change for the better, so we fight for their second chance.

State and Local Advocacy: We advocate for policies that reduce the number of children in the justice system and provide better alternatives to arrest and incarceration. For the kids who do enter the system, we support policies that keep them safe, protect their rights, and get them home as soon as possible.

Position Responsibilities

The Supervising Attorney’s primary responsibility is to ensure that the attorneys and investigators in the Children’s Defense Team provide high-quality, zealous, client-directed legal representation to every eligible youth in Orleans Parish Juvenile Court.

Specifically, the Supervising Attorney’s responsibilities include:

Supervision
- Supervise all staff attorneys and investigators who render public defense services through the Children’s Defense Team, ensuring that all staff meet and exceed LCCR practice standards;
• Communicate clear individual performance goals to staff, and provide coaching, support, and guidance to help staff achieve those goals and render excellent services to clients;
• Regularly observe and review performance, and provide fair, constructive, and timely feedback, both formally and informally, on the performance and work product of supervisees;
• Develop professional development plans for supervisees, charting development goals and strategies for achieving those goals, and performing twice annual written evaluations;
• Oversee staff administrative compliance, and ensure the timely and accurate collection and analysis of efforts and outcomes data;
• Serve as a liaison between Orleans Parish Juvenile Court and LCCR staff.

**Practice Management**

• Schedule, coordinate, and facilitate meetings of the Children’s Defense Team;
• Coordinate court coverage and case assignment in Orleans Parish Juvenile Court, including diagnosing conflicts of interest;
• Recruit, coordinate applications and interviews, and participate in the hiring of staff attorneys and investigators;
• Act as point person for our Advocacy Team and Development Director to connect with the Children’s Defense Team;

**Direct Representation**

• Represent youth in juvenile delinquency and Families in Need of Services proceedings as needed (not a full caseload)

**Reporting Relationships**

The Supervising Attorney reports directly to LCCR’s Executive Director.

**Required Qualifications**

• A belief in the potential and talent of all kids, and an awareness of how racism shapes this work and our clients’ experiences;
• Significant supervisor/managerial experience resulting in a philosophy and set of managerial practices that you can bring to this position;
• Deep and demonstrated commitment to the defense of indigent youth as a specialized practice; to zealous, holistic, team-based, and client-centered defense; and to LCCR’s mission, vision, goals, and values;
• Significant professional experience working as an attorney representing indigent and underserved populations;
• Knowledge of substantive and procedural juvenile and criminal law and trial practice skills;
• Excellent interpersonal and communication skills, including the ability to write persuasively and clearly and the ability to communicate effectively with diverse populations;
• Demonstrated ability both to collaborate closely with colleagues and also to work independently when necessary;
• Strong work ethic and willingness to travel and to work late hours and/or weekends when circumstances demand it;
• A J.D. with current good standing to practice law in Louisiana, or admission to the practice of law in Louisiana achieved within a reasonable time after hire;
• Car ownership, or daily use of a car, with a valid driver’s license and insurance.

Preferred Qualifications

• Experience with anti-racist trainings and practices;
• Experience working with teammates – and, in particular, social workers and youth advocates – in a multi-disciplinary defense practice;
• Expertise in special education law, adolescent psychology, and other areas of knowledge important for effective advocacy on behalf of youth in juvenile court.

Salary and Compensation

The position offers a salary up to $80,000 depending on experience, along with full benefits that include paid vacation, health insurance, and parental leave. The position is full-time, and no other compensated work is permitted.

To Apply

Please email a cover letter, resume, and three references to jobs@lacr.org.