

**Fair Share Housing Center**  
**Senior Staff Attorney**  
**Cherry Hill, New Jersey**

Fair Share Housing Center, Inc. (FSHC) is seeking a mission-driven attorney with a commitment to racial and economic justice for the position of Senior Staff Attorney.

In New Jersey and nationally, decades of racial discrimination and exclusionary public policies have shut African-American and Latinx families out of communities with outstanding schools and access to jobs and driven up rents and home prices beyond what many lower-income families can afford. These disparities in recent years have gained increased national attention due to organizing around racial justice and new research showing the multigenerational impacts of housing discrimination and exclusionary zoning.

FSHC has one of the strongest track records of any organization in the country in confronting these challenges head on. Our work has helped create over 70,000 homes affordable to lower-income families in communities that otherwise would have excluded them, with 50,000 more anticipated over the next decade.

The Senior Staff Attorney will be a key player in a small, tight-knit team that works together to make sure that the promise of New Jersey's fair housing laws becomes reality for lower-income families, including families of color too often excluded from decent and affordable homes. This position will require an attorney with a diverse range of legal skills, including litigation, reviewing proposed ordinances and plans to ensure they are actually workable in creating affordable homes, and policy work. The successful candidate will be an attorney with demonstrated skills in dealing with complex and fast-changing situations and using legal knowledge in a broad range of forums and settings to protect the rights of lower-income people and people of color.

**Organizational overview**

FSHC is dedicated to dismantling decades of racial and economic discrimination in New Jersey and nationally that excludes people from the opportunity to reside in safe and decent housing and neighborhoods. FSHC challenges discrimination -- particularly as it affects people of color through systemic racism -- through local, state, and national policies on land use, housing, disaster recovery, and climate change.

FSHC has a proven track record dating back to 1975, when plaintiffs, attorneys, and others involved in the landmark Mount Laurel litigation formed FSHC. The doctrine has resulted in 150,000 low- and moderate-income New Jerseyans having a place to live in high-opportunity neighborhoods with good jobs and effective schools.

FSHC's work begins with the recognition that exclusionary land use policies are a form of structural racism; harm and disadvantage lower-income families, especially families of color; and perpetuate racial and economic segregation. FSHC, in alliance with strong

civil rights, religious, and housing allies, has responded to this hyper-segregation by enforcing the Mount Laurel doctrine and otherwise advocating for the development of affordable homes in higher opportunity New Jersey municipalities, especially for families. And FSHC has played a critical role in the national fight for fair housing, as counsel in the largest settlement in the 50-year history of the federal Fair Housing Act, which shifted over a half-billion dollars in federal disaster recovery funds to support critical needs of communities of color and as a key participant in shaping federal policies around climate change and disaster recovery, affirmatively furthering fair housing, disparate impact, and the low income housing tax credit program.

### **Position Responsibilities**

The position will involve (all percentages approximate and may shift depending on needs):

- Work with other Senior Staff Attorneys and Staff Attorneys to review compliance with fair housing settlements and to offer comments and revisions to proposed municipal ordinances, policies, and plans to ensure that much-needed homes are actually built; work will also include frequent communication with opposing counsel, urban planners, and other people involved in cases to attempt to resolve issues as they arise (40%);
- Litigation focused on ensuring compliance with fair housing rules, including bringing cases and litigating through to conclusion when developers and/or municipalities violate past agreements or court orders setting forth requirements for affordable housing production (35%);
- Working with community groups and FSHC's community engagement team to help explain our legal work and the homes created through it in order to ensure that potential applicants have information about how to apply to homes, and to respond to issues being raised by civil rights, religious, and other organizations about fair housing compliance in their communities (15%);
- Working as part of our team to shape overall strategy on fair housing compliance and enforcement and integrating legal work, community engagement, and public policy (10%).

### **Position Qualifications:**

Qualified candidates must have:

- 5 or more years experience as an attorney, preferably in an area related to civil rights litigation, and preferably with experience in New Jersey state court.
- Experience in working as a lawyer with communities of color on work advancing racial and economic justice.

- Experience supervising less experienced attorneys and/or significant experience supervising interns or law students.
- Strong written and oral communication skills.
- Comfort with frequent court appearances.
- Support for and understanding of the principles of our work.
- Ability to work independently with limited supervision.
- Ability to maintain confidentiality.
- The ability to travel within New Jersey during the workday (including the need to sometimes leave early or get back late from court appearances in other parts of the state), with occasional weekend and evening commitments.
- A law degree with membership in the New Jersey bar or ability to become a member of the New Jersey bar.

Preferred but not mandatory qualifications include:

- The ability to speak and write in Spanish.
- Experience with affordable housing and related areas (e.g. land use).

Physical demands: This job requires significant amounts of travel throughout New Jersey that is probably often easiest done via driving but which also could potentially be accomplished through public transportation, if driving is a challenge for the candidate. The job does not involve any other unusual physical demands.

### **Compensation**

\$65,000-\$80,000 annually depending on a candidate's background and skills. FSHC provides an excellent benefits package including high quality employer-paid medical and dental insurance, holiday/vacation/sick leave, paid family leave in accordance with the New Jersey state program, long-term disability insurance, retirement plan, and travel reimbursement.

### **Location**

The position will be based at FSHC's offices in Cherry Hill, New Jersey, with much of the work outside the office. We are open to considering applicants who would be based in another part of New Jersey several days a week.

### **How to Apply**

Fair Share Housing Center, Inc. is an equal opportunity employer and encourages applications from people of color, women and people who identify as non-binary, LGBTQ people, and people with disabilities.

Interested applicants should forward a cover letter, resume with references, and two writing samples (at least one of which is a legal writing sample) via e-mail to [jobs@fairsharehousing.org](mailto:jobs@fairsharehousing.org) as soon as possible. The writing samples should be the

applicant's original work. Applications will be accepted and interviews conducted on a rolling basis until position filled.