



# UC HASTINGS

COLLEGE OF THE LAW

EST. 1878

The University of California Hastings College of the Law was founded in 1878 as the law department of the University of California and was the first law school in California. Over the years, it has built a legacy and reputation of being a preeminent institution comprised of renowned faculty committed to the study of legal theory and research, preparing students for careers in the judicial system, public service, and industry.

The College is redefining legal education through an experiential, interdisciplinary, and international approach to the law. By integrating rigorous academics with hands-on practice, the College is preparing its graduates to tackle the legal challenges—and leverage the opportunities—of the 21st century.

## DIRECTOR OF LITIGATION

### Center for Gender and Refugee Studies

**Classification:** Level 4 / Class Code 6111 / Full-Time / Exempt / Benefited

**Hiring Salary Range:** Commensurate with qualifications

**Posting Date:** 1/17/2020

## ABOUT THE CENTER FOR GENDER AND REFUGEE STUDIES:

The Center for Gender and Refugee Studies (CGRS), based at the University of California Hastings College of the Law, one of the nation's leading refugee research and advocacy organizations, works to advance the human rights of women, children, LGBT, and other refugees who flee persecution, both in the United States and internationally. We provide nationally recognized expert consultation, including trainings, resource development, and legal advice, in thousands of asylum cases each year, many of which result in grants of protection. CGRS also shapes asylum law through involvement in key cases with potential to set precedent, and ensures government accountability through groundbreaking and original research that analyzes adjudication trends. We improve conditions on the ground to prevent refugee flight by presenting the results of international human rights fact-finding, analyzing implementation of existing laws, and collaborating with grassroots movements to advocate for law reform and other justice measures. For more information about CGRS, visit <http://cgrs.uchastings.edu/>.

## THE ROLE

The Director of Litigation provides leadership and vision to the litigation work of the UC Hastings's Center for Gender & Refugee Studies (CGRS). Litigation work includes both national and California-focused matters. The position is a dynamic one that will reflect the vision and flexibility of the organization in the changing landscape of refugee rights.

## RESPONSIBILITIES

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focused matters. The position is a dynamic one that will reflect the vision and flexibility of the organization in the changing landscape of refugee rights.

- Guide strategic direction of all areas of CGRS's litigation docket, including impact affirmative litigation, direct representation, and appellate practice before the federal courts and immigration agencies
- Manage and oversee all areas of CGRS's litigation work, ensuring excellence, professionalism, furtherance of core mission to expand the fundamental rights of asylum seekers and refugees
- Maintain an active caseload of complex litigation, including by building and litigating affirmative cases in the federal courts
- Supervise, direct, and mentor attorneys and other legal staff in litigation and direct representation before the immigration agencies and the federal courts, including via substantive review of filings and oversight of strategic litigation decisions
- Regularly coordinate with the CGRS leadership team regarding overarching program priorities
- Engage in and implement systems for performance evaluation and training of litigation attorneys and other legal staff
- With support from the CGRS legal team, ensure tracking and case management systems to meet all litigation deadlines and comply with legal professionalism standards, including for potential fee-generating cases
- Develop and maintain relationships with pro bono counsel, other co-counsel, and plaintiff organizations (e.g., firms, public interest organizations, community groups)
- Initiate and strengthen relationships with organizations and leaders connected to CGRS's mission and purpose as needed, including outside collaborators, funders, and Advisory Board members
- Represent CGRS in local, national, international coalitions and working groups as needed; and serve as a spokesperson for CGRS in a variety of contexts, including media appearances as needed
- As needed, ensure compliance with grant terms (relevant to a minority of cases)
- With support from CGRS management team and as needed, develop and oversee litigation program budget, assess staffing needs, and engage in hiring and recruitment

## **REQUIREMENTS**

### **EDUCATION AND EXPERIENCE**

- A J.D. degree and admission to practice law in at least one U.S. jurisdiction
- Eight (8) years of progressively responsible legal experience in complex federal litigation, including experience leading and running complex cases. \*Willing to consider exceptional candidates with fewer years experience.
- Strong preference for candidates with background in litigating refugee and immigrant rights cases
- Experience mentoring and supervising junior attorneys

### **KNOWLEDGE, SKILLS & ABILITIES**

- Excellent legal strategy, analysis, drafting, and editing skills
- Excellent oral communication skills, including in both legal advocacy and broader public communication
- Ability to work independently and within a team

- High level of productivity
- Willingness to travel
- Demonstrated commitment to refugee, human rights, and social justice issues
- Fluency in other languages a plus

## BENEFITS

### Health and Welfare Benefits

- Comprehensive medical, dental and vision insurance coverage
- Flexible Spending Accounts for transportation-related, healthcare and dependent care expenses
- Employee Assistance Program

### For your Financial Future

- Life Insurance, Disability Insurance, and Legal Insurance
- University of California Retirement Plan (defined benefit)
- Deferred Compensation Plans/Pre-tax Retirement Savings Programs

### For your Work/Life Balance

- Fourteen paid holidays per year
- Generous vacation and sick leave
- Commuter Benefits Program

## THE HIRING PROCESS

To Apply: <https://uc-hastings.breezy.hr/p/54bd642bf2e6-director-of-litigation>

**Failure to provide the information as required on the application and/or instructions to apply shall immediately disqualify an applicant from employment consideration.**

**Please note: This position has been designated as “sensitive” and requires a pre-employment background check.**

**\*This position is on an annual contract renewal basis. Renewal is contingent upon satisfactory job performance and continued available funding for this position and department**

*Federal law requires employers to provide reasonable accommodation to qualified individuals with disabilities. Please contact Human Resources if you require a reasonable accommodation to apply for a job. Examples of reasonable accommodation include making a change to the application process, providing documents in an alternate format, using a sign language interpreter, or using specialized equipment.*

## WHAT TO EXPECT

Applicants who meet the position requirements will be competitively evaluated to identify the individuals whose breadth and depth of experience and education most closely relate to the stated requirements and the needs of the College. Not all applicants will be contacted for an interview.

**The position is open until filled.**

The skills listed above are comprehensive, and we understand there are great candidates who possess only a subset of those skills, or who have other important skills. If you match some of these skills, please

do not hesitate to apply.

*UC Hastings College of the Law is an Equal Opportunity Employer. UC Hastings strives to provide a diverse and inclusive educational environment that fosters cultural awareness, mutual understanding and respect. UC Hastings College of the Law is interested in candidates who will contribute to diversity and equal opportunity in higher education through their teaching. Qualified women and members of underrepresented minority groups are strongly encouraged to apply.*