

## MEMORANDUM

**TO:** Dean Roger A. Fairfax  
**FROM:** Kelsey Stein  
**RE:** Survey of Policy & Impact Litigation Job Opportunities in Criminal Law  
**DATE:** October 8, 2017

### OVERVIEW

This memorandum seeks to provide a comprehensive listing of jobs with organizations that focus on policy – and, in some cases, impact litigation – in the criminal law arena. Because policy positions often touch upon an expansive range of legal issues, I attempted to include only those that have more than a tangential relationship to criminal law and criminal justice. That said, there remains significant overlap in the areas of employment, immigration, juvenile justice, and civil legal aid.

Many entries in this memo are based on current openings at small non-profit organizations, so factors such as timing and funding will affect future availability of these and similar positions. Because of this, many positions do not have established deadlines and accept applications on a rolling basis. Specific deadlines are not available, unless otherwise noted below, and many organizations do not have formulaic interview processes.

This information was compiled from organizations' websites, online job postings, and legal newsletters. It is divided by geographic practice area, beginning with national and international positions, then moving to the Washington, D.C.-Maryland-Virginia region where a large number of policy jobs are concentrated, before addressing each U.S. region in turn.

As far as I can tell, no department within GW Law has compiled a similar listing of potential post-graduate positions for students' reference. This memo does not include jobs in government direct legal services – such as prosecutor's offices and public defender's offices – because those positions are compiled in memos written by other Criminal Law Initiative fellows.

## POLICY & ADVOCACY JOBS

### National & International

<b>AMERICAN BAR ASSOCIATION</b>	
<b>Overview</b>	Examples of policy positions include the Rule of Law Initiative in various countries, marketing, public education, Fund for Justice and Education
<b>Application Requirements</b>	<ul style="list-style-type: none"> <li>• Current openings listed here: <a href="https://www.americanbar.org/about_the_aba/employment_at_the_aba/aba_job_search.html">https://www.americanbar.org/about_the_aba/employment_at_the_aba/aba_job_search.html</a></li> <li>• Submit applications and resumes online.</li> </ul>
<b>Interview Process</b>	Applications submitted on a rolling basis as jobs are posted, and recruiter will follow up with applicants selected for interviews.
<b>Additional Information</b>	Positions available in various countries (Bahrain, Philippines, Tunisia, Egypt, Sri Lanka, Thailand); Chicago, IL; Washington, DC; San Diego, CA; Harlingen, TX

<b>AMERICAN CIVIL LIBERTIES UNION</b>	
<b>Overview</b>	Works in courts, legislatures, and communities to defend and preserve individual rights and liberties; issue areas include capital punishment, criminal justice reform, human rights, juvenile justice, mass incarceration, prisoners' rights, and racial justice
<b>Application Requirements</b>	Job openings listed here: <a href="https://www.aclu.org/careers">https://www.aclu.org/careers</a> Positions generally require submission of a cover letter, resume, and writing sample
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	<ul style="list-style-type: none"> <li>• National offices in New York and Washington, DC; opportunities nationwide in affiliate offices; legal fellowships available as well</li> <li>• Specific positions include Criminal Justice Organizer, Communications Strategist, Community Advocate, Policy Counsel, Field Director of various advocacy units</li> </ul>

<b>AMNESTY INTERNATIONAL</b>	
<b>Overview</b>	World's largest grassroots human rights organization; uses three-pronged approach of research, mobilization, and direct advocacy to effect change
<b>Application Requirements</b>	<ul style="list-style-type: none"> <li>• Current openings available here: <a href="https://careers.amnesty.org/">https://careers.amnesty.org/</a></li> <li>• Follow organization on LinkedIn: <a href="https://www.linkedin.com/company/amnesty-international-usa">https://www.linkedin.com/company/amnesty-international-usa</a></li> </ul>

<b>Interview Process</b>	Due to the large volume of applications, only applicants who are selected for interviews are contacted
<b>Additional Information</b>	<ul style="list-style-type: none"> <li>• Jobs available across the global; national office in Washington, DC</li> <li>• E.g. Lobbyist/Grassroots Advocacy positions: mobilize constituents to advance advocacy initiatives targeting federal government and selected state governments; build/maintain a grassroots network in an effort to influence political leaders on key legislation and other initiatives; serve as lobbyist on legislation, policies, and practices on refugees and other U.S. human rights issues</li> </ul>

<b>FAIR TRIALS</b>	
<b>Overview</b>	International human rights NGO that exists to build respect for the human right to a fair trial in criminal cases. It pursues its vision of a world where every person’s right to a fair trial is respected by: (a) providing information and referrals to accused people; (b) coordinating a growing network of fair trial defenders and delivering legal training; and (c) tackling the big issues in criminal justice through research, campaigns, policy work and litigation.
<b>Application Requirements</b>	Current job openings listed here: <a href="https://www.fairtrials.org/about-us/opportunities-to-work-with-us/">https://www.fairtrials.org/about-us/opportunities-to-work-with-us/</a>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	<ul style="list-style-type: none"> <li>• Current campaigns relate to issues around cross-border justice, access to justice, pre-trial detention, justice without trial, and equal justice.</li> <li>• Offices in London, Brussels and Washington, DC</li> </ul>

<b>NATIONAL CENTER FOR YOUTH LAW</b>	
<b>Overview</b>	Nonprofit law firm that works to ensure low-income children have the resources, support, and opportunities they need for healthy and productive lives
<b>Application Requirements</b>	<ul style="list-style-type: none"> <li>• Openings listed here: <a href="https://youthlaw.org/about/jobs/">https://youthlaw.org/about/jobs/</a></li> <li>• Submit a cover letter, resume, and three professional references to apply. No phone calls please.</li> <li>• Apply at: <a href="https://youthlaw.recruiterbox.com/">https://youthlaw.recruiterbox.com/</a></li> </ul>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	Positions may be available in Oakland, CA; Arizona; Washington, DC

<b>OPEN SOCIETY FOUNDATIONS</b>	
<b>Overview</b>	Seeks to strengthen the rule of law; respect for human rights, minorities, and a diversity of opinions; democratically elected governments; and a civil society that helps keep government power in check. Helps shape public policies that assure greater fairness in political, legal, and economic systems and safeguard fundamental rights. Implements initiatives to advance justice, education, public health, and independent media.
<b>Application Requirements</b>	Current job openings listed here: <a href="https://www.opensocietyfoundations.org/employment">https://www.opensocietyfoundations.org/employment</a>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	<ul style="list-style-type: none"> <li>• Positions available internationally, including New York, London, Budapest, Brussels</li> <li>• In the Rights &amp; Justice issue area, the foundation advocates equality for minorities and women, supports international war crimes tribunals, and helps institute national legal reforms to ensure freedom of information, promote sentencing alternatives, and protect the rights of criminal defendants.</li> </ul>

<b>POLICY ANALYST/COUNSEL/FELLOW [GENERAL]</b>	
<b>Overview</b>	Policy analysts shape public policy through statistical analysis, evaluation of existing policies, and research that could shape future policy decisions. They focus on a wide variety of social issues, including criminal justice, the environment, healthcare, and more. They are employed at think tanks, private organizations, and state and federal government agencies.
<b>Application Requirements</b>	Varies based on institution
<b>Interview Process</b>	Varies based on institution
<b>Additional Information</b>	These positions sometimes require just a bachelor's degree, but many are listed as master's degree-preferred so JD can be advantageous. Examples of organizations that hire policy analysts:

**Washington, D.C. – Maryland – Virginia**

<b>ADVOCATES FOR CHILDREN AND YOUTH [ACY]</b> Baltimore, Md.	
<b>Overview</b>	Works to identify problems and to promote policies/programs that help for children in Maryland
<b>Application Requirements</b>	<ul style="list-style-type: none"> <li>• Current openings listed here: <a href="https://www.acy.org/about-us/work-with-us/">https://www.acy.org/about-us/work-with-us/</a></li> <li>• Send resume and writing sample to <a href="mailto:jobsearch@acy.org">jobsearch@acy.org</a>, No phone calls.</li> </ul>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	Jobs include Juvenile Justice Policy Director

<b>AMERICAN CONSTITUTION SOCIETY FOR LAW AND POLICY</b>	
<b>Overview</b>	Progressive legal organization that works to ensure that human dignity, individual rights and liberties, genuine equality, and access to justice are in their rightful, central place in American law
<b>Application Requirements</b>	<ul style="list-style-type: none"> <li>• Current job openings listed here: <a href="https://www.acslaw.org/careers/acs">https://www.acslaw.org/careers/acs</a></li> <li>• Email cover letter and resume to <a href="mailto:jobs@acslaw.org">jobs@acslaw.org</a></li> </ul>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	Comprised of law students, lawyers, scholars, judges, policymakers, activists, and others

<b>THE BAZELON CENTER FOR MENTAL HEALTH LAW</b>	
<b>Overview</b>	Advocates for the civil rights, full inclusion and equality of adults and children with mental disabilities. Uses litigation, public policy advocacy, coalition building and leadership, public education, media outreach and technical assistance.
<b>Application Requirements</b>	Openings listed here: <a href="http://www.bazelon.org/about/careers-internships/">http://www.bazelon.org/about/careers-internships/</a>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	Long-term employment openings are relatively rare, but the center also offers legal fellowships.

<b>BRADY CAMPAIGN TO PREVENT GUN VIOLENCE</b>	
<b>Overview</b>	Aims to cut number of U.S. gun deaths in half by 2025 using a three-pronged advocacy campaign of applying background checks to all gun sales, stopping the sale of “crime guns,” and directing the national conversation about gun violence.
<b>Application Requirements</b>	Job openings available here: <a href="https://www.bradycampaign.org/brady-careers">https://www.bradycampaign.org/brady-careers</a>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	As with any small organization, openings are rare.

<b>BREAK THE CYCLE</b>	
<b>Overview</b>	National organization that aims to end youth dating and domestic violence, sexual assault, stalking, and cyber-abuse through youth engagement, technical assistance and training, legal services to youth in Washington, DC, and policy advocacy informed by the experiences of our clients
<b>Application Requirements</b>	<ul style="list-style-type: none"> <li>• Job openings available here: <a href="https://www.breakthecycle.org/employment">https://www.breakthecycle.org/employment</a></li> <li>• Email resume, cover letter, writing sample, and three references to <a href="mailto:jobs@breakthecycle.org">jobs@breakthecycle.org</a></li> </ul>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	Staff located in Los Angeles, CA; Washington, DC; and Austin, TX

<b>BRENNAN CENTER FOR JUSTICE</b>	
<b>Overview</b>	Nonpartisan law and policy institute that seeks to improve democracy and justice by focusing on issues such as voting rights to campaign finance reform, and mass incarceration. The center conducts exhaustive research to change public policy through advocacy and litigation.
<b>Application Requirements</b>	Job openings listed here: <a href="https://www.brennancenter.org/employment">https://www.brennancenter.org/employment</a>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	<ul style="list-style-type: none"> <li>• Offices in New York; Washington, DC</li> <li>• Issue areas with criminal law focus are Justice for All and Government and Court Reform</li> <li>• The center also operates the Public Policy Advocacy Clinic, a yearlong fieldwork clinic</li> </ul>

<b>CAPITAL AREA IMMIGRANTS' RIGHTS (CAIR) COALITION'S IMMIGRATION IMPACT LAB</b>	
<b>Overview</b>	Addresses legal issues affecting detained immigrant men, women, and children through impact litigation. Provides assistance to other advocates regarding the intersection of criminal and immigration law. Provides training, education, and other resources to pro bono attorneys and other advocates.
<b>Application Requirements</b>	Submit cover letter, resume, and writing sample to <a href="mailto:hr@caircoalition.org">hr@caircoalition.org</a> (no phone calls)
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	<a href="https://www.caircoalition.org/what-we-do/immigrants-rights-advocacy">https://www.caircoalition.org/what-we-do/immigrants-rights-advocacy</a>

<b>CENTER FOR LAW AND SOCIAL POLICY [CLASP]</b>	
<b>Overview</b>	Advocates for public policies and programs at the federal, state, and local levels that reduce poverty, improve the lives of poor people, and create ladders to economic security for all. Special focus on barriers created by race, ethnicity, immigrant status, or geography, as well as income level.
<b>Application Requirements</b>	<ul style="list-style-type: none"> <li>• Job openings listed here: <a href="http://www.clasp.org/about/jobs">http://www.clasp.org/about/jobs</a></li> <li>• Typically requires resume, cover letter, and reference to job sought in email subject line</li> </ul>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	<ul style="list-style-type: none"> <li>• Listings indicate that qualifications include a demonstrated commitment to improving the circumstances of vulnerable and low-income people and communities, including communities of color.</li> <li>• 1 year of experience preferred for policy analyst; 5 years for senior policy analyst</li> </ul>

<b>CIVIL RIGHTS CORPS</b>	
<b>Overview</b>	Civil rights organization that conducts both litigation and advocacy work in hopes of systemic reforms
<b>Application Requirements</b>	Submit cover letter, resume, and list of references to <a href="mailto:jobs@civilrightscorps.org">jobs@civilrightscorps.org</a> with “[Job Title Sought]” in the subject line.
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	Prior projects include challenges to the modern American debtors’ prisons, the American money bail system, and the militarization of local police forces

<b>COUNCIL FOR COURT EXCELLENCE</b>	
<b>Overview</b>	Nonprofit civic organization that works to improve the administration of justice in the local and federal courts and related agencies in the Washington metropolitan area
<b>Application Requirements</b>	<ul style="list-style-type: none"> <li>• Job openings listed here: <a href="http://www.courtexcellence.org/careers">http://www.courtexcellence.org/careers</a></li> <li>• Typically requires submission of cover letter, resume, three references, one writing sample, salary requirements</li> </ul>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	<ul style="list-style-type: none"> <li>• Policy analyst jobs focus on broad issues of child welfare, foster care, juvenile justice, access to justice</li> <li>• JD strongly preferred</li> </ul>

<b>D.C. BAR PRO BONO CENTER</b>	
<b>Overview</b>	Provides free legal assistance to individuals, nonprofit organizations, and small businesses through volunteer

	lawyers. Initiatives include Advocacy & Justice Clinic; Advice and Referral Clinic; Legal Information Help Line
<b>Application Requirements</b>	Information unavailable
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	Small organization that hires infrequently

<b>DETENTION WATCH NETWORK</b>	
<b>Overview</b>	Works to expose and challenge the injustices of the U.S. immigration detention and deportation system and advocate for change
<b>Application Requirements</b>	<ul style="list-style-type: none"> <li>• Current job openings listed here: <a href="https://www.detentionwatchnetwork.org/about/jobs-internships">https://www.detentionwatchnetwork.org/about/jobs-internships</a></li> <li>• Submit resume and cover letter with the subject line “[Job Title Sought]” to <a href="mailto:jobs@detentionwatchnetwork.org">jobs@detentionwatchnetwork.org</a></li> </ul>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	None

<b>FRIENDS COMMITTEE ON NATIONAL LEGISLATION [FCNL]</b>	
<b>Overview</b>	Capitol Hill Quaker lobbying organization that work for social and economic justice, peace, stewardship of the environment, and good government
<b>Application Requirements</b>	Send cover letter and resume to <a href="mailto:jobs@fcnl.org">jobs@fcnl.org</a>
<b>Interview Process</b>	Information not available
<b>Additional Information</b>	<ul style="list-style-type: none"> <li>• Typical openings are for Domestic Policy lobbyists</li> <li>• Legislative campaigns have focused on criminal justice sentencing reform and climate change</li> </ul>

<b>HOUSE OF REPRESENTATIVES JUDICIARY COMMITTEE</b>	
<b>Overview</b>	The Committee on the Judiciary has jurisdiction over a wide range of legislative and oversight issues which include constitutional amendments, litigation reform, patent and trademark law, federal criminal law, federal civil rights law, anti-terrorism, immigration and naturalization, and antitrust.
<b>Application Requirements</b>	<ul style="list-style-type: none"> <li>• Interested candidates should be aware that there is a Majority (currently Republican) and a Minority (currently Democrat) office within the committee. Applying to a position in line with your political views is recommended.</li> <li>• General House job openings listed here: <a href="https://www.house.gov/content/jobs/">https://www.house.gov/content/jobs/</a></li> </ul>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	<ul style="list-style-type: none"> <li>• Committee staff position: Usually assigned subset of the committee’s issues as their responsibility to research, suggest possible legislation, meet with lobbyists, and</li> </ul>



	<p>brief members of committee. Committee work is made up of searching out and understanding these issues; outlining</p> <ul style="list-style-type: none"> <li>• Committee counsel position: Generally, work for individual committee members.</li> <li>• Another suggestion is to apply through individual committee members' personal offices.</li> </ul>
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<b>INSTITUTE FOR JUSTICE</b> National office in Arlington, VA	
<b>Overview</b>	Uses litigation, media relations, strategic research, boots-on-the-ground advocacy, and more to “limit the size and scope of government power and to ensure that all Americans have the right to control their own destinies as free and responsible members of society.”
<b>Application Requirements</b>	Job openings available here: <a href="http://ij.org/opportunities/employment-opportunities/">http://ij.org/opportunities/employment-opportunities/</a>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	<ul style="list-style-type: none"> <li>• Mostly impact litigation, but some policy work</li> <li>• Offices in Florida, Minnesota, Texas, Arizona and Washington state</li> </ul>

<b>JUSTICE POLICY INSTITUTE</b>	
<b>Overview</b>	National nonprofit that conducts research and analyses regarding effective justice programs and policies; also disseminates findings to media, policymakers and advocates; provides training and technical assistance to people working for justice reform.
<b>Application Requirements</b>	Job openings listed here: <a href="http://www.justicepolicy.org/About1/Employment-Opportunities-Internships.html">http://www.justicepolicy.org/About1/Employment-Opportunities-Internships.html</a>
<b>Interview Process</b>	Only candidates selected for interviews will be contacted
<b>Additional Information</b>	None

<b>LAWYERS' COMMITTEE FOR CIVIL RIGHTS UNDER LAW</b>	
<b>Overview</b>	Nonpartisan nonprofit formed to involve private bar in providing legal services to address racial discrimination. The principal mission is to secure equal justice under law.
<b>Application Requirements</b>	<ul style="list-style-type: none"> <li>• Job openings listed here: <a href="https://lawyerscommittee.org/career-opportunities/">https://lawyerscommittee.org/career-opportunities/</a></li> <li>• Typically requires cover letter, resume, and desired salary range. No calls accepted.</li> </ul>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	Also posts job openings at affiliate offices across country

<b>NATIONAL LAW CENTER ON HOMELESSNESS &amp; POVERTY</b>	
<b>Overview</b>	Works to end and prevent homelessness. Partners with pro bono attorneys to bring high impact litigation, lead and support federal, state and local advocacy campaigns, and educate providers, advocates and the public
<b>Application Requirements</b>	Job openings listed here: <a href="https://www.nlchp.org/employment">https://www.nlchp.org/employment</a>
<b>Interview Process</b>	Only candidates selected for interviews are notified
<b>Additional Information</b>	Also seeks applicants for post-graduate legal fellowships

<b>PUBLIC WELFARE FOUNDATION</b>	
<b>Overview</b>	Supports efforts to advance justice and opportunity for people in need through policy change and system reform.
<b>Application Requirements</b>	Current job openings listed here: <a href="http://www.publicwelfare.org/about-us/job-opportunities/">http://www.publicwelfare.org/about-us/job-opportunities/</a>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	Main programs: Criminal Justice, Juvenile Justice, and Workers’ Rights, with a special initiative to advance Civil Legal Aid for the Poor.

<b>SENATE COMMITTEE ON THE JUDICIARY</b>	
<b>Overview</b>	The Senate Committee on the Judiciary is responsible for oversight of key activities of the executive branch, and is responsible for the initial stages of the confirmation process of all judicial nominations for the federal judiciary.
<b>Application Requirements</b>	<ul style="list-style-type: none"> <li>• General Senate job openings listed here: <a href="https://www.senate.gov/employment/po/positions.htm">https://www.senate.gov/employment/po/positions.htm</a></li> <li>• To apply for advertised positions, follow the application instructions at the end of each advertisement. Indicate the job referral number associated with each ad and submit a separate resume for every position.</li> </ul>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	<ul style="list-style-type: none"> <li>• Committee staff position: Usually assigned subset of the committee’s issues as their responsibility to research, suggest possible legislation, meet with lobbyists, and brief members of committee. Committee work is made up of searching out and understanding these issues; outlining</li> <li>• Committee counsel position: Generally, work for individual committee members.</li> <li>• Another suggestion is to apply through individual committee members’ personal offices.</li> </ul>

<b>STREET LAW, INC.</b> Silver Spring, Md.	
<b>Overview</b>	Develops classroom and community programs that educate young people about law and government in U.S. Outside of U.S., collaborates with law schools, CSOs, and government agencies to build sustainable, culturally-sensitive programs that strengthen civil society through education about democracy and rule of law.
<b>Application Requirements</b>	Applicants should submit a writing sample of no more than five pages, résumé, and cover letter describing their experience, qualifications, and interest in the position via email to jobs@streetlaw.org. Include your full name and “[Job Title]” in the subject line. No phone calls.
<b>Interview Process</b>	After applications submitted, finalists will be notified and interviewed.
<b>Additional Information</b>	None

<b>WASHINGTON LAWYERS’ COMMITTEE FOR CIVIL RIGHTS &amp; URBAN AFFAIRS</b>	
<b>Overview</b>	The Committee uses legal strategies to address issues of discrimination and poverty in the Washington, D.C. metro area. Broad civil rights practice includes immigrant rights, prisoners’ rights and public education. Collaborates with pro bono co-counsel at 50 area law firms.
<b>Application Requirements</b>	Send a letter detailing your interest and a resume to: wlcjobs@washlaw.org. Write “[your name] – “[Job Sought]” in the subject line
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	<ul style="list-style-type: none"> <li>• Ongoing active litigation docket of both individual cases and class actions</li> <li>• Public policy advocacy</li> <li>• Education/enrichment in local school communities</li> </ul>

## Northeast

<b>CENTER ON THE ADMINISTRATION OF CRIMINAL LAW</b> New York	
<b>Overview</b>	Mission is to promote and defend good government practices in criminal matters. Analyzes important issues of criminal law, particularly focusing on prosecutorial power and discretion. It pursues this mission in three main arenas: academia, the courts, and public policy debates.
<b>Application Requirements</b>	<ul style="list-style-type: none"> <li>• Job openings available here: <a href="http://www.law.nyu.edu/centers/adminofcriminallaw/contactjoincontribute">http://www.law.nyu.edu/centers/adminofcriminallaw/contactjoincontribute</a></li> <li>• If the center is not currently hiring, job-seekers can email the center and they will keep applications on file.</li> </ul>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	One initiative is the Mercy Project: Pursues sentencing reductions or commutations for federal prisoners who have demonstrated remarkable rehabilitation, or who suffer from serious medical conditions

<b>COMMUNITY RESOURCES FOR JUSTICE</b> Boston, Mass.	
<b>Overview</b>	Nonprofit whose work is divided into three divisions: <ul style="list-style-type: none"> <li>• Social Justice Services: Serves individuals transitioning out of prison and back into community; runs residential program for young adults with complex clinical needs</li> <li>• Community Strategies: Supports adults with developmental or intellectual disabilities to live as independently as possible</li> <li>• The Crime and Justice Institute: national consulting practice that works with elected officials, justice system practitioners, policy makers, and thought leaders to effect significant reforms</li> </ul>
<b>Application Requirements</b>	<ul style="list-style-type: none"> <li>• Job listings available here: <a href="https://careers-crj.icims.com/jobs/intro">https://careers-crj.icims.com/jobs/intro</a></li> <li>• Must create online profile to navigate application process (all applications must be submitted online because CRJ does not accept paper applications)</li> </ul>
<b>Interview Process</b>	All applicants receive email confirming that application was received. If you're selected for further consideration, the exact timing of follow-up will depend on the volume of online applications CRJ receives for the position.
<b>Additional Information</b>	Main offices in Boston, but also has offices in Manchester, NH; Albany, NY; Pawtucket, RI; Shirley, MA

<b>LAW ENFORCEMENT ACTION PARTNERSHIP</b> Medford, MA	
<b>Overview</b>	LEAP is an international nonprofit of criminal justice professionals advocating for drug policy and criminal justice reforms.
<b>Application Requirements</b>	Job openings limited, but typically listed on public interest job boards such as PSJD
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	Issue areas include police-community relations, incarceration, harm reduction, drug policy, and global issues

<b>NAACP LEGAL DEFENSE AND EDUCATION FUND, INC.</b> New York	
<b>Overview</b>	LDF uses litigation, public policy advocacy, organizing and public education programs to ensure the fundamental and basic human rights of all people to quality education, economic opportunity, the right to vote and fully participate in democracy, and the right to a fair criminal justice system.
<b>Application Requirements</b>	<ul style="list-style-type: none"> <li>• Job openings listed here: <a href="http://www.naacpldf.org/careers">http://www.naacpldf.org/careers</a></li> <li>• Submit resume, cover letter, writing sample, list of references, and salary preference to: <a href="mailto:jobs@naacpldf.org">jobs@naacpldf.org</a></li> </ul>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	Typical policy counsel jobs require about 5 years' experience in target area, as well as willingness to travel

<b>NATIONAL LAWYERS GUILD</b> New York	
<b>Overview</b>	Organization focuses on legal observation for activists, “know your rights” training, and police accountability
<b>Application Requirements</b>	Job openings listed here: <a href="https://www.nlg.org/jobs/">https://www.nlg.org/jobs/</a>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	None

<b>NYC CRIMINAL JUSTICE AGENCY</b> New York	
<b>Overview</b>	Mission is to assist the courts and the City in reducing unnecessary pretrial detention. Conducts a pre-arraignment interview and makes a release recommendation assessing defendants' likelihood of returning to court; notifies released defendants of upcoming court dates to reduce the rate of non-appearance; operates Supervised Release programs to serve eligible defendants who would otherwise be held in jail; assists Alternatives-to-Incarceration programs in screening defendants for a range of non-custodial sentencing sanctions;

	and provides information and research services to criminal justice policy makers, City officials, and the public.
<b>Application Requirements</b>	Job board located here: <a href="http://nyccriminaljusticeagency.applytojob.com/apply">http://nyccriminaljusticeagency.applytojob.com/apply</a>
<b>Interview Process</b>	Only candidates under consideration will be contacted.
<b>Additional Information</b>	None

<b>PRISON POLICY INITIATIVE</b> Easthampton, MA	
<b>Overview</b>	Nonprofit that researches mass criminalization and creates advocacy campaigns about the US criminal justice system
<b>Application Requirements</b>	<ul style="list-style-type: none"> <li>• Current job openings available here: <a href="https://www.prisonpolicy.org/jobs.html">https://www.prisonpolicy.org/jobs.html</a></li> <li>• Cover letter, resume, 3 writing samples, skills assessment</li> </ul>
<b>Interview Process</b>	Applications reviewed and interviews scheduled on a weekly basis. Could include a phone screening, a round of Skype interviews, and final round of in-person interviews.
<b>Additional Information</b>	None

<b>VERA INSTITUTE OF JUSTICE</b> New York	
<b>Overview</b>	Provides expertise in research, technical assistance, and demonstration projects to assist leaders in government and civil society to examine justice policy and practice, and improve the systems people rely on for justice and safety.
<b>Application Requirements</b>	Submit cover letter, writing sample, and resume. The cover letter should outline the minimum and additional qualifications possessed by the candidate and address how the candidate will use those qualifications to excel at the position's responsibilities. The writing sample should be no more than 10 pages. Online submission of materials in PDF format is preferred.
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	<ul style="list-style-type: none"> <li>• Offices in New York; Washington, DC; New Orleans, LA; Los Angeles, CA</li> <li>• Active projects in at least 40 states</li> </ul>

<b>YOUTH REPRESENT</b> New York	
<b>Overview</b>	Youth defense and advocacy nonprofit that provides comprehensive legal representation, community support, education, and policy advocacy
<b>Application Requirements</b>	<ul style="list-style-type: none"> <li>• Current job openings listed here: <a href="http://youthrepresent.org/job-opportunities">http://youthrepresent.org/job-opportunities</a></li> </ul>

	<ul style="list-style-type: none"> <li>Email cover letter and resume to Resumes@YouthRepresent.org with subject line “[Job Title Sought] – [your last name]”</li> </ul>
<b>Interview Process</b>	Applications that do not comport with instructions in job postings will not be considered.
<b>Additional Information</b>	None

<b>YOUTH SENTENCING AND REENTRY PROJECT</b> Philadelphia, PA	
<b>Overview</b>	Nonprofit that provides comprehensive support (direct services and policy advocacy) for kids prosecuted in the adult criminal justice system, including individuals who were sentenced to life without parole as children (“juvenile lifers”).
<b>Application Requirements</b>	Current openings listed here: <a href="https://ysrp.org/staff/current-openings/">https://ysrp.org/staff/current-openings/</a>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	Ultimate goal is to keep children out of adult jails and prisons and to enhance the quality of representation juvenile lifers receive at resentencing, and as they prepare to reenter the community.

## South

<b>BARTON CHILD LAW &amp; POLICY CENTER</b> Atlanta, GA	
<b>Overview</b>	Clinical program of Emory Law School that aims to promote and protect the legal rights and interests of children involved with the juvenile court, child welfare, and juvenile justice systems. Focuses on reform initiatives and holistic client representation through research, advocacy, direct services, policy papers, and drafting legislative and policy directives
<b>Application Requirements</b>	<ul style="list-style-type: none"> <li>• Current job openings listed here: <a href="http://bartoncenter.net/about/jobs.html">http://bartoncenter.net/about/jobs.html</a></li> <li>• Applications require resume, cover letter, statement of interest and commitment to long-term child advocacy, transcript, three references, and writing sample</li> </ul>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	Typical openings are legal fellowships, not long-term jobs

<b>COUNCIL OF STATE GOVERNMENTS JUSTICE CENTER</b> Lexington, KY	
<b>Overview</b>	National nonprofit that provides on-the-ground technical assistance to policymakers and practitioners from multiple systems (corrections, behavioral health, law enforcement, housing, etc.) in state and local jurisdictions. Also produces comprehensive reports, policy briefs, state and federal legislation, model policies, and innovative programs.
<b>Application Requirements</b>	<ul style="list-style-type: none"> <li>• Current job openings available here: <a href="https://csg.applicantpro.com/jobs/">https://csg.applicantpro.com/jobs/</a></li> <li>• Must complete online application, accompanied by resume, cover letter, and three references</li> </ul>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	<ul style="list-style-type: none"> <li>• National headquarters in Lexington, but job openings throughout country</li> <li>• JD preferred for most policy analyst positions</li> </ul>

<b>GEORGIA JUSTICE PROJECT</b> Atlanta, GA	
<b>Overview</b>	Represents and supports individuals in the criminal justice system and reduces barriers to reentry. Promotes innovative change through direct legal representation, policy advocacy, education and coalition building.
<b>Application Requirements</b>	Jobs listed on public interest job boards like PSJD
<b>Interview Process</b>	Information unavailable



<b>Additional Information</b>	2017 policy initiatives included expanding mechanisms for sealing conviction information from criminal histories, eliminating barriers to housing for people with criminal records, and reforming mandatory minimums and recidivist sentencing in Georgia
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<b>HUMAN RIGHTS DEFENSE CENTER</b> Lake Worth, Florida	
<b>Overview</b>	Nonprofit dedicated to protecting the rights of people held in U.S. detention facilities – including state and federal prisons, jails, immigration centers
<b>Application Requirements</b>	Employment opportunities are limited, but, when available, are listed here: <a href="https://www.humanrightsdefensecenter.org/get-involved/employment/">https://www.humanrightsdefensecenter.org/get-involved/employment/</a>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	<ul style="list-style-type: none"> <li>• Publishes a national monthly publication called Prison Legal News</li> <li>• Litigation project focusing on First Amendment and public records law</li> <li>• Other projects: Campaign for Prison Phone Justice, Stop Prison Profiteering, Prison Ecology Project</li> </ul>

<b>SOUTHERN CENTER FOR HUMAN RIGHTS [SCHR]</b>	
<b>Overview</b>	Mission is to end capital punishment, mass incarceration, and other criminal justice practices that are used to control the lives of poor people, people of color, and other marginalized groups in the Southern United States. Done through death penalty representation, impact litigation, policy advocacy, and public education.
<b>Application Requirements</b>	Job listings available here: <a href="https://www.schr.org/about/career_opportunities">https://www.schr.org/about/career_opportunities</a>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	None

<b>SOUTHERN COALITION FOR SOCIAL JUSTICE [SCSJ]</b> Durham, N.C.	
<b>Overview</b>	Nonprofit that partners with communities of color and economically disadvantaged communities in the South to defend and advance their political, social and economic rights through the combination of legal advocacy, research, organizing and communications
<b>Application Requirements</b>	<ul style="list-style-type: none"> <li>• Current job openings listed here: <a href="https://www.southerncoalition.org/about/employment/">https://www.southerncoalition.org/about/employment/</a></li> <li>• Applications require at least resume and cover letter</li> </ul>

<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	Efforts related to criminal law include protecting minority voting rights and challenging racial discrimination at all stages of the criminal justice system

<b>SOUTHERN POVERTY LAW CENTER</b>	
<b>Overview</b>	Uses litigation, education, and other forms of advocacy, to achieve equal justice and equal opportunity
<b>Application Requirements</b>	<ul style="list-style-type: none"> <li>• Job openings available at <a href="https://careers-splcenter.icims.com/jobs/search">https://careers-splcenter.icims.com/jobs/search</a>.</li> <li>• Requirements vary by position, but typically include resume, cover letter, writing sample (up to 10 pages), and transcripts.</li> </ul>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	<ul style="list-style-type: none"> <li>• Based in Montgomery, AL; offices in Atlanta, GA; Miami, FL; New Orleans, LA; and Jackson, MS</li> <li>• Openings can include policy analysts, communications strategists, project directors</li> </ul>

<b>TEXAS DEFENDER SERVICE</b> Houston, TX	
<b>Overview</b>	TDS is a private nonprofit whose mission is to advocate for a fair and equitable criminal justice system, with an emphasis on improving the quality of justice afforded those facing the death penalty.
<b>Application Requirements</b>	<ul style="list-style-type: none"> <li>• Current job openings listed here: <a href="http://texasdefender.org/jobs/">http://texasdefender.org/jobs/</a></li> <li>• Applications require cover letter, resume, 3 references, and writing sample</li> </ul>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	Three aspects of work, one of which is policy-focused: Policy Reform Advocacy staff members work with state legislators, the Texas Indigent Defense Commission and other government agencies and individuals to improve access to high quality representation for indigent capital defendants and strengthen due process protections throughout the criminal justice system. TDS' research exposes systematic problems with Texas' capital punishment system.

**Midwest**

<b>ARCHCITY DEFENDERS</b> St. Louis, MO	
<b>Overview</b>	Nonprofit civil rights law firm providing holistic legal advocacy and combating the criminalization of poverty and state violence against poor people and people of color. Uses direct services, impact litigation, and policy and media advocacy to promote justice, protect civil and human rights, and bring about systemic change on behalf of the poor and communities of color directly impacted by the abuses of the legal system.
<b>Application Requirements</b>	Current job openings listed here: <a href="http://www.archcitydefenders.org/contact-us/joinus/">http://www.archcitydefenders.org/contact-us/joinus/</a>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	None

<b>THE CENTER FOR VICTIMS OF TORTURE</b> St. Paul, MN	
<b>Overview</b>	International nonprofit that offers rehabilitation services to those who have been tortured, trains partners around the world to prevent and treat torture, and advocates for human rights and an end to torture.
<b>Application Requirements</b>	Current openings available here: <a href="https://cvt.simplicant.com/">https://cvt.simplicant.com/</a>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	<ul style="list-style-type: none"> <li>• Also has offices in Washington, DC; Atlanta, GA; Africa; Middle East</li> </ul>

<b>CHICAGO APPLESEED FUND FOR JUSTICE</b> Chicago, IL	
<b>Overview</b>	Research and advocacy organization that focuses on criminal justice reform, child support and family law reform, immigration court reform, and improving the ways in which courts operate. Conducts research into how courts operate in Cook County, develops recommendations for change and advocates for those changes through media strategy, legislation strategy, and working with judges and government stakeholders.
<b>Application Requirements</b>	Current job openings listed here: <a href="http://www.chicagoappleseed.org/get-involved/jobs/">http://www.chicagoappleseed.org/get-involved/jobs/</a>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	None

<b>CHICAGO LAWYERS' COMMITTEE FOR CIVIL RIGHTS</b>	
<b>Overview</b>	Made up of civil rights lawyers and advocates working to secure racial equity and economic opportunity for all. Provides legal representation through partnerships with the private bar and collaborates with grassroots organizations and other advocacy groups to implement community-based solutions that advance civil rights.
<b>Application Requirements</b>	Job openings listed here: <a href="https://www.clccrul.org/career-opportunities-and-more/">https://www.clccrul.org/career-opportunities-and-more/</a>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	Fellowship positions also available

<b>CIVIL RIGHTS EDUCATION AND ENFORCEMENT CENTER [CREEC] Denver, CO</b>	
<b>Overview</b>	Started as organization focused on disability rights, but has since expanded to more extensive outreach, education, and proactive investigation into a variety of civil rights issues. Specializes in impact litigation and advocacy.
<b>Application Requirements</b>	Information unavailable
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	<ul style="list-style-type: none"> <li>• Specific criminal law nexus is a project focusing on how the Americans with Disabilities Act (ADA) applies to incarcerated populations</li> <li>• Also has an office in Berkeley, CA</li> <li>• Fellowship positions more likely than long-term jobs</li> </ul>

<b>COMMUNITY ACTIVISM LAW ALLIANCE Chicago, IL</b>	
<b>Overview</b>	CALA provides cost-effective legal services to underserved individual clients and helps activist partners achieve broader social change
<b>Application Requirements</b>	Send cover letter, resume, references, recent writing sample, and salary history to <a href="mailto:hireing@calachicago.org">hireing@calachicago.org</a>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	Always seeking attorneys and law students interested in internships, clinical work, and practicum placements

<b>OHIO JUSTICE AND POLICY CENTER Cincinnati, OH</b>	
<b>Overview</b>	Aims for criminal justice reform through advocacy, policy reform, and community education. Focuses on reducing the size of the prison system, improving conditions for those inside prison, and expanding the freedom of people with criminal records to fully contribute to their communities.

<b>Application Requirements</b>	Job openings listed here: <a href="http://www.ohiojpc.org/who-we-are/employment-opportunities/">http://www.ohiojpc.org/who-we-are/employment-opportunities/</a>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	Based in Cincinnati, but work is statewide

**West – Northwest**

<b>ANIMAL LEAGUE DEFENSE FUND</b> San Francisco Bay Area	
<b>Overview</b>	ALDF seeks to promote stronger enforcement of anti-cruelty laws and more humane treatment of animals in the U.S. Efforts include filing lawsuits to stop animal abuse and change animal law; providing legal assistance to prosecutors handling cruelty cases; working to strengthen state anti-cruelty statutes; encouraging the federal government to enforce existing animal protection laws; providing public education through seminars, workshops and other outreach efforts.
<b>Application Requirements</b>	Current job openings listed here: <a href="http://aldf.org/resources/animal-law-events-opportunities/employment/">http://aldf.org/resources/animal-law-events-opportunities/employment/</a>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	<ul style="list-style-type: none"> <li>• Additional offices in Los Angeles, CA, and Portland, OR</li> <li>• Positions related to criminal law in the Legislative Affairs and Criminal Justice programs</li> </ul>

<b>CENTER ON JUVENILE &amp; CRIMINAL JUSTICE</b> San Francisco	
<b>Overview</b>	Nonprofit that promotes balanced and humane criminal justice policies designed to reduce incarceration and further long-term public safety. CJCJ pursues this goal through the development of direct services, technical assistance, and policy analysis.
<b>Application Requirements</b>	<ul style="list-style-type: none"> <li>• Current job openings listed here: <a href="http://www.cjcj.org/About/Jobs-and-internships.html">http://www.cjcj.org/About/Jobs-and-internships.html</a></li> <li>• Email cover letter, resume, and references to <a href="mailto:cjcjoffice@gmail.com">cjcjoffice@gmail.com</a> and include “[Job Title Sought]” in subject line.</li> </ul>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	None

<b>IMMIGRANT LEGAL RESOURCE CENTER [ILRC]</b> San Francisco	
<b>Overview</b>	National nonprofit resource center that provides immigration legal trainings, technical assistance, and educational materials, and engages in advocacy and immigrant civic engagement to advance immigrant rights
<b>Application Requirements</b>	Job openings listed here: <a href="https://www.ilrc.org/working-at-the-ilrc">https://www.ilrc.org/working-at-the-ilrc</a>
<b>Interview Process</b>	Information unavailable

<b>Additional Information</b>	Based in San Francisco, but also has an office in Washington, DC
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<b>INNOVATION LAW LAB</b> Portland, OR	
<b>Overview</b>	Nonprofit organization; staff members employ litigation, policy reform and implementation, community education and organizing, and digital and media advocacy to achieve immigrant rights goals
<b>Application Requirements</b>	Current job openings and applications available at <a href="https://innovationlawlab.org/employment/">https://innovationlawlab.org/employment/</a>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	None

<b>PUBLIC DEFENDER ASSOCIATION</b> Seattle, WA	
<b>Overview</b>	Nonprofit that advocates for justice system reform and provides assistance to community partners
<b>Application Requirements</b>	Current job openings listed here: <a href="http://www.defender.org/opportunities">http://www.defender.org/opportunities</a>
<b>Interview Process</b>	Information unavailable
<b>Additional Information</b>	Houses the Racial Disparity Project, which works to reduce racial disparity in the justice system