JustCause

Connecting Legal Volunteers with the Community

## Position Available: Attorney (Equal Justice Works Fellow)

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| **Job classification:** | Full-time, exempt from overtime under the FLSA |
| **Reports to:** | Consumer Law Staff Attorney |
| **Post date:** | October 22, 2026 |
| **Start date:** | On or before December 1, 2026 |
| **Length:** | Twenty-Four Months (2 years) |
| **Salary range:** | **$93,228 to $150,728** (based on 1-15 years of experience) |

**Organization Overview:**

JustCause was first established in 1981 under the name "Volunteer Legal Services Project of Monroe County, Inc. (VLSP)" to provide pro bono legal assistance to people who cannot afford an attorney when facing serious civil legal problems. Since its inception, the mission of the organization has been to improve the quality of life of individuals living in low-income households in Monroe County by providing pro bono attorneys to assist with serious civil matters affecting the essentials of life. JustCause is co-located at the Telesca Center for Justice in downtown Rochester, along with partner agencies, the Legal Aid Society of Rochester, Legal Assistance of Western New York, and Empire Justice Center. While the three other legal services organizations provide direct services to clients (utilizing primarily their own staff), JustCause's programs leverage a pro bono panel of more than 1,300 volunteers.

JustCause services benefit over 20,000 people a year with a wide range of legal issues impacting their family's health, safety, and well-being. JustCause legal program areas include Immigration, Family Law, Housing, Estate Planning, Bankruptcy, Consumer Law, and other civil (non-criminal) legal issues.

**Position Description:**

JustCause seeks diverse and dynamic applicants for a full-time attorney position at JustCause as an Equal Justice Works Fellow in the Financial Empowerment Project. This fellowship will begin in December 2026, and continue for a period of 2 years. Successful fellows may be offered continued full-time employment as a JustCause Staff Attorney at the conclusion of their fellowship.

Equal Justice Works is the nation's largest facilitator of opportunities in public interest law. The *Equal Justice Works Financial Empowerment Project* is a pilot initiative that embeds attorney Fellows with Financial Empowerment Centers in cities across the United States to protect and transfer generational wealth through both financial and legal guidance. An Equal Justice Works Fellowship is an opportunity to transform your passion for equal justice into a career. As an EJW fellow at JustCause, you will help close

the racial wealth gap in the City of Rochester by providing free legal services that focus on estate planning, title clearing, and other asset preservation legal needs.

**Attorney Responsibilities Include:**

- Providing direct legal services to clients in the areas of estate planning and asset preservation, including but not limited to resolving fines and fees, title clearing, and addressing heirs' property issues
- Developing and conducting training and outreach initiatives for Financial Empowerment Center (FEC) clients, including workshops and clinics developed in partnerships with local FECs and community-based organizations
- Participating in collaborative learning and professional development through active engagement with the Equal Justice Works Financial Empowerment Project cohort. This includes contributing to resource exchanges, attending mandatory webinars and conference calls, and participating in training events such as the Equal Justice Works Leadership Development Training
- Providing support, training and mentorship to pro bono attorney volunteers. Assisting with JustCause recruitment and recognition events, and participate in external CLE, bar, and other educational programs to increase visibility of the program to target client and volunteer audiences

**Goal, Objectives, and Primary Activities:**

The primary goal of the project is to reduce barriers to wealth-building and preservation for low-income households by expanding access to critical civil legal services.

Key objectives include:

- Increase access to estate planning services for underserved populations
- Resolve title issues that prevent homeowners from securing and maintaining ownership
- Increase awareness of legal services available to FEC clients through community-based education and outreach.

Primary activities will include:

- Conducting client intake and legal consultations
- Planning and conducting community-based legal clinics
- Tracking referrals, outcomes, and other data points in case management system
- Delivering community legal education workshops focused on financial empowerment and asset protection
- Developing and delivering tailored outreach efforts to community members and service providers to raise awareness of legal options available for legacy and asset preservation planning
- Engaging in regular coordination and resource-sharing with FEC financial counselors and other key stakeholders

- Attending Equal Justice Works trainings and conferences

**Required Qualifications:**

- Juris Doctor from an accredited law school; licensed to practice law in New York
- At least one year of practice experience, preferably in estate planning and/or asset preservation
- Previous direct legal services experience, including law school clinics, and/or internships
- Demonstrated commitment to social justice, with a desire to increase access to justice for individuals and communities experience house instability
- Strong interpersonal skills and the ability to maintain an effective relationship with the courts, the private bar, bar associations, and community organizations
- Ability to work independently and be self-directed
- A general understanding of basic legal principles; and preferably, experience in estate planning
- Ability to effectively, compassionately, and confidently interview clients from diverse backgrounds who may be in crisis or have endured various forms of trauma
- Writing skills sufficient to draft clear and thorough legal memos and correspondence
- Meticulous attention to detail necessary to document client interactions and maintain up-to-date files in the case management system
- Consistent, timely, and accurate record-keeping and reporting of all work time
- Ability to work cooperatively with fellow staff, supervisors, interns, and pro bono volunteers
- A strong commitment to justice, equity, and community wellness. Demonstrated interest in serving diverse or low-income populations
- Database and records/case management skills and ability to maintain confidentiality of records and information
- Highly organized, detail-oriented, and committed to working in a client-focused and collegial environment
- Commitment to continuous process improvement and comfort with change

**Fellowship Benefits:**

Equal Justice Works Fellows are part of a network of over 2,500 current and former Fellows dedicated to improving access to equal justice for all. As a member of the network, each Fellow has access to:

- Equal Justice Works' annual Leadership Development Training
- Responsive training and technical assistance

- Regular substantive and skills-based webinars throughout the Fellowship
- Monthly networking and collaboration sessions with other Fellows

**Salary and Benefits**

JustCause is committed to pay equity and transparency and uses a pay scale based on years of experience, education, and language ability. The base salary for 1 to 15 years of experience for this position ranges from $93,228 to $150,728, with additional compensation available for those who qualify.

Immediately upon hire, JustCause employees are eligible for an excellent benefits package, including (but not limited to) the following:

- Generous paid holidays, vacation, and leave time
- 100% Employer-Paid Individual Premiums: JustCause pays 100% of the monthly health insurance premium for employees and their children
- Generous Dependent & Family Coverage: JustCause pays the full premium for an employee + child(ren), or base premium plus 50% of the additional cost for spouse + child(ren) and family coverage
- Zero Out-of-Pocket Medical Costs (100% HRA-Funded): Through an employer-funded Health Reimbursement Arrangement (HRA), JustCause covers 100% of your eligible medical expenses up to the plan's annual out-of-pocket maximum—applicable to both individual and family plans. You pay nothing out-of-pocket for covered in or out-of-network medical care
- JustCause contribution of 3% of salary to 403(b) retirement plan, plus an additional match of the employee's contribution up to 3%
- Parking reimbursement
- Short- and long-term disability insurance and New York Paid Family Leave
- Ability to work from home, depending on organizational needs

JustCause does not discriminate on the basis of race, color, national origin, age, disability, sexual orientation, gender identity, veteran status, height, weight, age or marital status and is an equal access/equal opportunity/affirmative action employer.

**Applicants should submit a cover letter and resume explaining your interest and qualifications to jobs@justcauseny.org. Please include the job title in the subject line.**

**Reasonable Accommodations**

JustCause is committed to providing reasonable accommodations to qualified applicants with disabilities as required by applicable law. Applicants who require an accommodation during the application or interview process may contact jobs@justcauseny.org.