JustCause
Connecting Legal Volunteers with the Community

Position Available: Staff Attorney

Job Classification: Full-time, exempt from overtime under the FLSA
Reports to: Managing Attorney/Legal Director
Post date: October 21, 2026
Start date: As soon as position is filled
Salary range: $140,000-$165,000 (based on 10-30 years 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.

Make a Meaningful Impact for Tenants in Our Community

JustCause is seeking a Staff Attorney for our Tenant Defense Program to help ensure the tenants in Rochester and Monroe County have access to high-quality legal representation and advice when facing housing instability and eviction.

The Staff Attorney will directly represent tenants in court, provide advice and counsel on housing-related legal matters, and help expand access to justice by recruiting, training, and mentoring pro bono attorneys and volunteers.

This is an opportunity to combine direct client advocacy, courtroom experience, community engagement, and pro bono mentorship in a collaborative legal-services environment.

What You'll Do

Advocate for Clients

- Represent tenants facing eviction in Rochester City Court and several Town and Village Courts in Monroe County
- Provide limited scope legal advice and counsel over the telephone and in-person to clients in a variety of legal matters affecting their housing
- Manage case files, court and other deadlines, case progress, and timekeeping in the organization's case management system

- Maintain timely, effective and compassionate communication with clients, courts, pro bono attorneys, and community partners
- Provide legal information and appropriate referrals to individuals who do not qualify for our program services

Support and Grow Our Pro Bono Community

- Recruit and mentor pro bono attorneys and volunteers
- Review and assess cases for possible placement or limited scope assistance by volunteer attorneys
- Train, assist, and support pro bono attorneys on legal issues arising in their cases
- Conduct legal research and prepare or assist with preparing various legal documents when needed

Supervise and Collaborate

- Assign, direct, supervise, and assess the work of paralegals, interns, and law students
- Work collaboratively with attorneys, staff, volunteers, courts, bar associations, and community organizations
- Represent JustCause on court and community-related committees and working groups

Engage With the Community

- Participate in community outreach and continuing legal education programs, including know-your-rights events
- Provide and/or review case data needed for grant reporting
- Help strengthen relationships between JustCause and the communities and organizations we serve

<u>What We're Looking For</u>

Required Qualifications

- Law Degree and licensed in the State of New York
- Ability to regularly attend in-person court appearances, meetings, community programs, and other events in Rochester and throughout Monroe County
- A strong commitment to justice, equity, community wellness, and serving people with limited financial resources
- Ability to work independently and exercise sound, compassionate judgment
- Ability to provide respectful, client-centered services to people from diverse backgrounds, including individuals who may be experiencing crisis or the effects of trauma
- Strong interpersonal skills and the ability to build effective relationships with the courts, the

private bar, bar associations, community organizations, colleagues, interns, and volunteers

- Excellent written and oral communication skills, including strong telephone and in-person interviewing skills
- Strong legal "issue-spotting" skills
- Commitment to accurate case management records and timekeeping
- Strong organizational skills, attention to detail, and commitment to high-quality legal work.
- Ability to adapt to change and contribute to continuous process improvement
- Collaborative and collegial approach to working with others

Preferred Qualifications

- Minimum of 10 years of legal practice experience as an attorney in the United States
- Prior experience recruiting or mentoring pro bono attorneys
- Prior experience in landlord-tenant matters
- Prior experience working in legal services or related fields
- Written and spoken fluency in language(s) other than English

We encourage you to apply even if you do not have every preferred qualification.

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 10 to 30 years of experience for this position ranges from $140,000-$165,000, 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.