



Manne Family Legal Fellowship

Overview

Thanks to the generosity of Neal Manne and Nancy McGregor, the Texas Civil Rights Project (TCRP) is accepting applications for the Manne Family Legal Fellowship. This fellowship allows a recent graduate of Harvard Law School, Columbia Law School or the University of Texas School of Law to join TCRP for one year.

The Texas Civil Rights Project (TCRP) is a community lawyering organization that boldly serves the movement for equality and justice in Texas, working in and out of the courts. Whether through litigation, policy advocacy or campaigns for local reform, TCRP works to reduce over policing and criminalization, reduce the harms of incarceration, fight discrimination in voting and civic participation, and end injustices occurring at the Texas border. For more than thirty years, TCRP has been a committed lawyer and partner to community organizers, Texas families and advocacy groups across the state. Today, we are a household name in Texas, and are viewed as one of the go-to civil rights organizations.

We are recruiting outstanding candidates who could work in any of our programs: Voting Rights, Beyond Borders, or Criminal Injustice. We also welcome candidates who are interested in focusing on a topic of our cross-programmatic committees: Reproductive Justice or Disability Justice. The cross programmatic committees work to coordinate and expand our work on an issue across our programs. The final focus of the fellowship will be determined with consideration being given to the strengths and interests of the strongest candidate. Candidates should use their cover letter to express any connection, expertise or interest in these topics, as well as their preference for litigation or policy focused work. Candidates are not expected to design a specific fellowship proposal of any sort and are welcome to express openness to more than one topic or type of work.

Primary Responsibilities and Duties

The Legal Director, Dustin Rynders, will lead our hiring process for this fellow, who will then be assigned a supervisor depending on the subject area that is determined.

Primary responsibilities may include:

Impact Litigation & Strategic Advocacy

- Work alone and with colleagues to devise successful legal and extra-legal advocacy strategies.
- Litigate TCRP cases in federal and state Texas courts. This includes drafting pleadings and affidavits, handling discovery, managing client relationships, preparing depositions, consulting expert witnesses, and engaging in settlement negotiation. Litigation includes appellate work.
- Conduct thorough and efficient investigations.

- Research and write clear, concise, appropriately framed white papers.
- Lead public education events, communicating effectively with all audiences.

Legislative Advocacy

- Provide review and analysis of bills filed in one or more areas in the Texas Legislature
- Educate policymakers and the public on the impacts of proposed legislation in private meetings, public presentations, media appearances, and legislative testimony.
- Identify litigation opportunities and needs that arise from the legislative session and conduct related research.

Programmatic, Communications and Development Support

- Assist with designing and implementing strategic advocacy campaigns throughout Texas for local and statewide policy reform.
- Serve as a TCRP spokesperson through various communication and media outlets in collaboration with TCRP's Communications team.
- Assist in TCRP's fund development efforts, including presentations and speaking engagements as requested.

Minimum Qualifications

- J.D. or anticipated J.D. from Harvard Law School, Columbia Law School or the University of Texas School of Law in 2023 or 2024.
- A current Texas Law license or plans to sit for the Texas Bar in July 2024.
- Familiarity with constitutional law.
- Track record of working collaboratively with low income, Black, brown and LGBTQ+ individuals.
- Excellent research, writing, and oral communication skills.
- Well-organized: able to meet deadlines without compromising the quality of work product; ability to multi-task and to prioritize; ability to juggle a heavy meetings calendar with substantive work; willingness to work long hours as necessary.
- A willingness to travel throughout the state of Texas.
- A resilient, can-do attitude, with an openness to constructive criticism, evolving responsibilities, and shifting current events.

Ideal Characteristics

- Demonstrated interest in some aspect(s) of civil rights law with preference for those with demonstrated knowledge and interest in reform of the criminal legal system, immigrant rights, voting rights, reproductive justice or disability justice.
- Critical, creative, innovative thinker w/ ability to identify nuances, attend to detail, and to get in the weeds.
- Issue spotter; self-starter; trouble shooter; tenacious; flexible.
- Ability to build and successfully manage coalitions.

- Lived experiences that inform a complex understanding of the challenges faced by vulnerable communities and of the historical nature of structural power differences.

Compensation

Salary will be based on years of experience, with a range starting at \$72,468. TCRP also offers excellent benefits, professional development opportunities and a deep commitment to a meaningful work-life balance. We envision and work towards an organization that reflects the communities we serve and a culture of radical inclusion, continuous growth, and openness. TCRP benefits include employer-paid health insurance, four weeks paid vacation, 16 weeks of paid family leave, a \$500 professional development budget annually, and extensive holidays, including a two week winter break.

This is a temporary position from September 1, 2024 to August 31, 2025 and is excluded from the Bargaining Unit according to TCRP's Collective Bargaining Agreement with the National Organization of Legal Service Workers (UAW Local 2320).

Location

TCRP is primarily remote but requires all staff to live in Texas. Staff are able to access office space in any of TCRP's offices, which are located in Austin, Houston, and the Rio Grande Valley (Alamo). Applicants most wanting to work on state policy issues should plan to live in Austin during the legislative session.

How to Apply

To apply, please submit the following materials [via Submittable](#). For consideration, the deadline to apply is **11:59PM, Friday April 19, 2024**.

1. Cover letter indicating:
 - Why you are interested in working with TCRP
 - Preferred practice group (BB/CI/VR)
 - An idea for a proposed fellowship project
 - Names and deadlines for any particular fellowship applications to which you are applying
 - Interest in working in Texas
2. Detailed resume
3. Writing sample of no more than 10 pages, preferably related to the subject matter of your proposed project idea.

4. A list of at least 3 references with at least 2 of these being professional references.

Inclusion & Non-Discrimination

TCRP values a diverse workforce and an inclusive culture — women, Black, indigenous, and other people of color, individuals with disabilities, veterans, and people from other underrepresented communities are strongly encouraged to apply for this position. We do not discriminate on the basis of race, ethnicity, national origin, age, creed, religion, physical ability, gender, gender identity or expression, pregnancy, sexual orientation, previous incarceration, languages spoken, socioeconomic status, veteran status, union membership or activism, or any other characteristic protected by local, state or federal law. Research shows that while men apply for positions when they meet an average of 60% of the requirements, women, Black people, people of color and other historically underrepresented groups only apply when they check every box.

If you feel like this is the position for you even though you don't check every box please apply, you could be exactly what we're looking for!