



## **Staff Attorney**

### **Job Title (2025)**

#### **Job Description**

We are looking for a motivated individual to represent Firm clients in a host of record clearing matters including expungements, pardons and commutations. . Our ideal candidate is honest and innovative with a passion for promoting justice—specifically as it relates to those impacted by mass incarceration. This candidate will report to the organization’s Executive Director.

**Position Status:** Full Time, In-Person (with opportunity for 1 remote day per week), to start in June 2025.

#### **The Legal Revolution is seeking a Staff Attorney to join our growing team:**

The Staff Attorney will work as an integral member of the Legal Revolution Law Firm team, and will be responsible for supporting the initiative of the firm to eradicate the existence of criminal records for clients in the Twin Cities and greater-Minnesota areas.

#### **Who We Are**

All Square is a nonprofit social enterprise that invests in those impacted by mass incarceration. Our mission is to heal the harms created by the criminal legal system. The Legal Revolution, a subsidiary of All Square, exists to ensure that those most impacted by the law lead the way in transforming it while working to eradicate the collateral effects of mass incarceration.

#### **What We Do**

The Legal Revolution Law Firm (“the Firm”) assists justice-impacted individuals alleviate the collateral consequences of the criminal court system. The Firm does this by training currently and formerly incarcerated persons for legal careers; providing incarcerated persons and persons with limited financial resources access to needed civil legal services; and initiating litigation to defend human and civil rights and represent a broad public interest, such as the interests of all persons and communities negatively impacted by over policing, and incarceration.

**What You'll Do (Job Summary)**

- Under the direction of the Legal Director, the Staff Attorney will represent clients to reduce the punitive and oppressive collateral consequences related to their interaction with the criminal legal system.
- A significant amount of the Staff Attorney's responsibilities involves expungement of criminal records and seeking clemency of criminal convictions. This includes organizing and conducting clinics in the community, reviewing criminal records to determine eligibility for an expungement/clemency, representing clients in expungement and clemency hearings.
- Additionally, the Staff Attorney will research, investigate, develop, and support impact litigation in state and federal courts to protect and expand the rights of justice-impacted individuals.
- The Legal Revolution is a community-based organization. As such, the Staff Attorney will offer legal support of our community partnerships, helping with outreach, know-your-rights presentations, and public speaking.
- TLR is a young law firm and as such the job duties of the Staff Attorney may evolve.

**Qualifications:**

- A Juris Doctorate and preferably two years of experience.
- Admitted to practice and in good standing in Minnesota.
- A strong understanding of and demonstrated commitment to the mission of All Square and TLR, preferably with experience in public interest, non-profit advocacy and/or work with justice impacted individuals.
- Proven ability to collaborate with other lawyers and support staff.
- Experience and demonstrated ability to work effectively and collaboratively with diverse staff, coalitions, and community groups.
- A commitment to serving diverse clients; a personal approach that values the individual and respects differences of race, ethnicity, age, gender and gender identity, sexual orientation, religion, ability, and socioeconomic circumstance.
- Proven ability to remain flexible and open to accepting cases in new areas of law.

- Ability to meet deadlines, plan, organize, implement, manage, and complete multiple projects simultaneously and independently.
- High emotional intelligence, high cultural competency, strong personal alignment with the organization's racial equity values.

**Compensation:**

Starting salary range between \$90,000 - \$100,000 with growth opportunity as the organization expands.

We request all applicants submit a cover letter, resume, and writing sample to:

[hr@allsquarempls.com](mailto:hr@allsquarempls.com)

***All Square is an Equal Opportunity Employer***