



TCRP Seeks Criminal Justice Reform Program Director

November 1, 2016: The Texas Civil Rights Project (“TCRP”) seeks a Director of our Criminal Justice Reform Program, based in Houston, Texas. To apply, please send a cover letter, resume, writing sample and three references to Megan Garcia at megan@texascivilrightsproject.org. Applicants will be considered on a rolling basis until the position is filled.

About TCRP

For over twenty-five years, TCRP has used legal advocacy to empower Texas communities and create policy change. Today — with dozens of high-caliber attorneys and professionals in Austin, Dallas, El Paso, Houston, and the Rio Grande Valley and an extensive network of *pro bono* counsel and community allies — TCRP is among the most influential civil rights organizations in Texas. Learn more at www.texascivilrightsproject.org.

Position Overview

With an incarcerated population of approximately 140,000, Texas locks up more people than any other state. Constitutionally suspect practices at early stages in the criminal justice process, including the imposition of criminal fees and fines and failure to appoint counsel, perpetuate mass incarceration in Texas and disproportionately impact poor persons and communities of color. Inhumane conditions of confinement deprive inmates of meaningful mental healthcare and rehabilitative opportunities during their imprisonment, which exacerbates the problem. TCRP aims to dismantle these underlying causes and ameliorate the effects of mass incarceration through impact litigation and strategic advocacy.

The Criminal Justice Reform Program Director will be responsible for developing and implementing the Program’s vision and core priorities, managing its overall caseload, litigating cases, and supervising legal and paralegal staff. Through this work, the Director will become a leading voice in criminal justice reform and the movement to end mass incarceration in Texas. TCRP is preparing to embark on a strategic planning process, and the successful candidate will play a leading role in shaping the continued success and growth of the organization. The Director will be a key member of TCRP’s leadership team and will report directly to, and work closely with, TCRP’s Executive Director.

Roles and Responsibilities

- **Vision & Leadership**
 - Develop strategic plan for the Criminal Justice Reform Program, with TCRP’s Executive Director and Board of Directors
 - Identify cutting-edge legal theories and claims to challenge mass incarceration in



Texas and force reform

- Report to TCRP's Board of Directors and other key stakeholders, as needed
- Assist in Program-specific development activities such as grant proposals, reporting, donor meetings, and solicitations for select fundraising events
- **Legal Management**
 - Litigate complex civil actions aimed at reforming the Texas criminal justice system in state and federal court
 - Design and implement strategic advocacy campaigns throughout Texas
 - Supervise, manage and mentor staff attorneys, law fellows, legal interns, paralegals and other staff, particularly in connection with Program-specific docket
 - Recruit and cultivate relationships with *pro bono* counsel
 - Participate in evaluation and feedback process for legal staff
 - Participate in hiring process as Program continues to grow
- **Community Outreach**
 - Serve as TCRP's chief spokesperson on criminal justice reform through various communications outlets, becoming a leading voice on these issues statewide
 - Establish and deepen relationships with local and national partners
 - Represent TCRP in various public fora

Qualifications

- Minimum of six years post-J.D. experience, with substantial litigation experience
- Minimum of two years managerial experience, including proven ability to motivate, train, evaluate, and mentor attorneys, paralegals, and legal interns
- Meaningful experience with civil litigation to reform criminal justice systems
- Experience with press and media communications
- Ability to build and successfully manage coalitions
- Track record of working collaboratively with diverse groups of individuals
- Excellent writing and oral communication skills
- Licensed to practice in Texas or eligible to waive into Texas bar
- Fluency in Spanish is a plus

Compensation

TCRP offers a competitive salary and excellent benefits, including employer-paid health insurance, four weeks paid vacation, six weeks paid family leave (with avenues to extend leave to 12 weeks in total), and extensive holidays.

Non-Discrimination

TCRP is an equal opportunity employer that welcomes all qualified applicants. We do not



discriminate on the basis of race, ethnicity, national origin, creed, religion, physical ability, gender, gender identity or expression, pregnancy, sexual orientation, previous incarceration, veteran status, union membership or activism, or any other characteristic protected by local, state or federal law. TCRP offers competitive salaries, excellent benefits, professional development opportunities and a deep commitment to a meaningful work-life balance.