



**STRATEGIC
ORGANIZING
CENTER**

Senior Legislative and Policy Attorney

WHO WE ARE and WHAT WE DO:

The SOC is a mission-focused center that develops strategies and implements tactics on transformational campaigns that confront corporate power. We partner with workers, allies and our affiliates — the Service Employees International Union (SEIU), Communication Workers of America (CWA), and the United Farmworkers of America (UFW) — whose 3 million members are united in building a strong, vibrant labor movement through organizing workers hungry for change. Through cutting-edge research and innovative campaigns, the SOC advocates for workers, consumers and other constituencies harmed by concentrated corporate power across a wide range of industries, including food service, transportation and logistics, communications, healthcare, manufacturing and more.

THE OPPORTUNITY:

The Strategic Organizing Center is seeking a Senior Legislative and Policy Attorney. The Senior Attorney will work with a legal team to design, manage and execute legal, policy and legislative aspects of campaigns that challenge the power and conduct of America's largest corporations. The Senior Attorney will help lead cutting-edge and in-depth legal and legislative research and strategic campaign development, and conduct vigorous and resourceful advocacy, in collaboration with SOC staff and our affiliates. The work will engage a range of areas including corporate accountability, antitrust, consumer protection, civil rights, and workplace issues. The Senior Legislative and Policy Attorney reports to the Legal Director.

THE WORK:

- Develop policy and legislative strategies, plans and tactics that advance SOC objectives and campaigns
- Devise and implement strategies for advancing policy and enforcement priorities with regulators and other stakeholders
- Design and execute policy and/or legislative campaigns
- Build and maintain relationships with stakeholders, including regulators, legislators, unions, and advocacy organizations
- Draft federal and state legislation
- Research and design comprehensive legal strategy and tactics related to organizing and corporate responsibility campaigns
- Craft public messaging, including in legislative and policy products, that help effectively advance campaigns
- Collaborate with internal staff across departments, as well as union affiliates, outside law firms and other external allies to drive ideas and tactics
- Perform other duties as required to support the work of the SOC Legal Department

WHO WE ARE LOOKING FOR:

The Strategic Organizing Center (SOC) is seeking candidates who are passionate about our mission and are highly proactive. Applicants should also possess the following qualifications:

- Strong commitment to social justice and workers' rights
- Excellent legal research, writing, and oral communication and advocacy skills
- Good organizational and project management skills

- Strong interpersonal skills, and experience in leading and facilitating effective meetings with internal and external personnel
- Demonstrated ability to design, plan and execute legislative and policy strategies and campaigns
- Experience building and maintaining productive relationships with allies and officials
- Experience in legislative drafting and advocacy
- Ability to drive ideas and execute and manage initiatives
- Ability to thrive as a member of a collaborative team and in a fast-paced campaign environment
- Minimum of seven (7) years of relevant legal experience
- Previous labor movement experience is highly desirable

Physical Demands & Working Environment

- Under current policy, SOC employees spend at least two days per week in-office at our Washington, DC or New York City office locations and may work remotely otherwise.
- Some travel is required.
- The SOC has a mandatory COVID vaccine policy and safety protocols in both our office locations, including a required daily health screening survey for in-office days.

WHAT WE OFFER:

COMPENSATION & BENEFITS

Compensation:

Salary is calculated based on years of experience, with annual increases according to an established salary scale. The salary range for this position is \$130,608 - \$149,262. This is a full-time exempt position.

Benefits:

The SOC is proud to offer a comprehensive benefits package that prioritizes the well-being and development of our employees:

- **Health Insurance:** Enjoy 100% employer-paid health coverage, including medical, dental, vision, and prescription benefits for you, your spouse or domestic partner, and children.
- **Retirement Savings:** After six months of employment, benefit from a generous 12% salary contribution to your 401K retirement plan.
- **Life and Disability Insurance:** We fully cover premiums for life insurance as well as short- and long-term disability insurance.
- **Additional Perks:** Receive cell phone provision, Commuter Benefits, and access to Flexible Spending Accounts (FSA) to help manage your expenses.
- **Paid Time Off:** Accrue 13 days of sick leave, enjoy 14 paid holidays, and take advantage of 10 days of paid vacation per year (which increases with seniority up to 25 days per year). You'll also receive 2 personal days and 4 days of compensatory time.
- **Parental Leave:** Benefit from 8 weeks of paid parental leave to support your growing family.
- **Professional Development:** We are committed to your growth, providing a professional development budget each year for every staff member to enhance skills and career advancement.

Join us in a supportive environment where your health, well-being, and professional growth are our top priorities!

Application Requirements:

A resume is required for all applications and a cover letter is highly suggested. Please go to our website www.thesoc.org, scroll to the bottom and click on "Careers at the SOC" to be taken to our job board.

Women and people of color are strongly urged to apply. The Strategic Organizing Center does not discriminate in any of its programs, procedures, or practices on the basis of race, color, religion, caste, creed, sex, age, marital status, national origin, mental or physical disability, political belief or affiliation, pregnancy and pregnancy related condition(s), veteran status, sexual orientation, gender identity and expression, genetic information, natural and protective hairstyle and any other class of individuals protected from discrimination under state or federal law in employment and application for employment.