

GENDER/ JUSTICE

Now Hiring Senior Staff Attorney

Reports to: Legal Director
Position Status: Exempt, Salaried; FTE (40 hours/week).
Annual Salary: \$95,000 - \$105,000

To apply: Submit PDF resume and cover letter to [this link](#) to apply. Please reach out to info@genderjustice.us with any questions. Applications will be considered on a rolling basis, with preference given to applications received by **November 28, 2025** - please apply before this date if possible.

Organization:

Gender Justice is a nonprofit legal and policy organization based in St. Paul, Minnesota working to advance gender equity through the law. We work to create a world where everyone can thrive no matter their gender, gender identity or expression, or sexual orientation. Central to this work is dismantling the legal, political, and structural barriers to gender equity. We represent clients directly in state and federal court and before administrative agencies in impact litigation cases. In addition to pursuing justice through the legal system, we advocate for policies that expand gender equity and seek to educate and shape public understanding about gender barriers. We're a small but mighty organization looking for the newest member of our ambitious, highly-effective, and growing team.

Position Summary:

The Senior Staff Attorney is an experienced, creative, and brave litigator committed to working on high-impact cases in the areas of LGBTQ+ rights, reproductive rights, and anti-discrimination law. The Senior Staff Attorney reports to the Legal Director. While there are likely to be opportunities for policy and education work, this is primarily a litigation position.

Responsibilities Include:

- With the support of the Legal Director, serve as lead counsel on cases in state and federal court;
- Engage in litigation efforts at all stages including drafting pleadings and briefs, discovery, motion practice, deposition, and courtroom advocacy;

- Contribute to the development of legal strategy, including the selection and development of new cases;
- Assist advocacy staff with policy work and public education;
- Serve as a panelist for CLEs and other speaking engagements; and
- Potential supervision of Legal Assistant and Law Clerks, as needed.

Minimum Requirements

- J.D. degree from ABA accredited law school;
- License in good standing to practice law in Minnesota or license in good standing in another state with the the ability to be licensed in Minnesota within six months;
- 3+ years of litigation experience as a practicing attorney. Experience must demonstrate strong skills in areas such as legal research, analysis, writing, and oral advocacy;
- Experience drafting complaints, taking depositions, filing briefs, and engaging in courtroom advocacy;
- Ability to work cooperatively on a team with other attorneys;
- Familiarity with LGBTQ+ rights, reproductive rights, anti-discrimination law, constitutional law and other areas of civil rights law;
- Demonstrated ability to work well with diverse clients and colleagues; and
- Commitment to our mission and values, which include racial, social, and economic justice

Preferred Skills and Experience:

- Five or more years of experience in civil litigation that includes trials or contested hearings, taking and defending depositions, and briefing complex legal issues;
- Working knowledge of state and federal anti-discrimination laws and constitutions;
- Management or supervisory experience; and
- Experience with policy advocacy and legislation

Not sure you meet all qualifications? Let us decide! Research shows that members of under-represented groups tend to not apply to jobs when they think they may not meet every qualification, when, in fact, they often do! We are committed to creating a diverse and inclusive environment and strongly encourage you to apply.

Benefits

Full time employees are eligible for the following benefits

- Employer-subsidized health and dental insurance,
- Unlimited paid discretionary leave
- 3% employer contribution to retirement plan
- 12-weeks fully paid parental and medical leave
- 12-weeks fully paid sabbatical leave after five years.

Gender Justice is an equal opportunity employer. We seek to build a staff reflective of our values of equity and inclusion with regard to race, culture, ethnicity, class, religion, physical ability, age, gender, gender identity, and sexual orientation. As an organization working in solidarity with the reproductive justice, economic justice, and racial justice movements, Gender Justice is committed to fostering the leadership of women, people of color, Native and indigenous people, LGBQ and trans people, immigrants, and others living in marginalized communities.