

Senior Litigation Counsel – Federal Response
Location: Flexible (see Location Information below)
Full-time, Start Date: Late September/Early October 2026

The National Homelessness Law Center (Law Center) seeks a strategic, collaborative, mission-driven thought partner to serve as our **Senior Litigation Counsel – Federal Response**. The Law Center serves as the legal arm of the national movement to end homelessness and is looking for a **Senior Counsel** compelled by the national housing crisis, energized by our vision of housing as a human right and committed to preserving the civil and human rights of unhoused and formerly unhoused persons.

ABOUT THE LAW CENTER

Founded in 1989, the National Homelessness Law Center is a team of attorneys and advocates dedicated to advancing federal, state and local policies to prevent and end homelessness while fiercely defending the rights of all unhoused persons. Our work, in collaboration with national, state, and local partners, has overturned laws that criminalize homelessness, protected access to affordable housing, helped unhoused children return to school, and shifted public narratives about homelessness towards greater empathy. We play a critical role in protecting, defending, and promoting the rights of unhoused persons to ensure they can lead national, state, and local efforts to end homelessness.

Our core conviction is that everyone should have the housing and supportive services they need to thrive, and that no one should be punished for being unable to afford rent. We view homelessness through a structural and anti-racist lens, acknowledging that Black individuals, people of color, LGBTQ+ individuals, disabled individuals, and individuals experiencing interpersonal violence are disproportionately impacted. We understand that effectively addressing homelessness requires confronting the structural racism and intersecting inequities at its roots.

We are a unionized workplace committed to a spirit of collaboration between the Union and Management and upholding the tradition of the labor movement. We are immensely proud of our skilled 17-person team and our extensive network of volunteer attorneys. The Law Center's budget for 2026 is \$2.7 million. The Law Center is financially sound and maintains a reserve. For more information on our work, explore our website: www.homelesslaw.org.

BACKGROUND AND OVERVIEW OF POSITION

The Law Center has played a central role in opposing the current federal administration's tactics and preparing the legal field for a strong response to protect residents of the nation's housing programs and the lives of unhoused persons. As a non-federally funded program and as both legal arm of the movement to end homelessness and leader of the national [Housing Not Handcuffs Campaign](#), the Law Center is the holder and facilitator of crucial relationships in all the industries that work on homelessness: i.e. legal advocates, housing/service providers, research and policy organizations, organizers and local grassroots groups.

Since the beginning of the Trump Administration in 2025, President Trump has demonized people experiencing homelessness and called for them to be forced into government-run camps, issued executive orders calling for increased enforcement of anti-camping laws and reducing barriers to

involuntary commitments of unhoused persons, sent ICE agents to abduct unhoused immigrants from homeless shelters, directed federal law enforcement and the National Guard to destroy homeless encampments in Washington, D.C., and threatened federal funding streams for housing and homeless services. The Law Center is uniquely positioned to prepare the field and defend existing programs and life sustaining housing and services, while also developing affirmative litigation strategies to support the broader work of the movement to end homelessness.

The Senior Litigation Counsel – Federal Response will direct the Law Center's federal response litigation, exercising strategic oversight over the federal litigation docket, staffing, work assignments, budget, and case selection in coordination with the Executive Director, Senior Policy Director, and Youth Homelessness Director.

The Senior Counsel will also be called upon to translate the impacts of federal policy changes (and judicial orders) to the non-legal homelessness field. And because homelessness is intersectional, our advocacy efforts are also focused on building across movements, so contributing expertise and amicus briefs outside of homelessness-specific cases will also be important. Additionally, the Senior Counsel will be responsible for building and maintaining relationships with other national legal organizations and state attorneys general offices.

This is a full-time, exempt role that reports to the Managing Attorney, with management accountability to the Executive Director for federal response strategy, staffing, and budget, and is on the organization's Management Team. This position is excluded from the bargaining unit as a supervisory/managerial position within the meaning of the NLRA. The Senior Counsel exercises independent judgment in directing staff, assigning work, managing program resources, participating in confidential management discussions, and formulating litigation strategy for the federal response effort.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Litigation: Direct and coordinate the federal response portfolio; prioritize project work within that portfolio; assign work to and supervise pro bono counsel and outside partners working on federal response matters; review and approve work product; manage external legal resources; and provide input, where applicable, regarding staff materially involved in federal response work. The position may supervise full-time staff if the federal response program grows;
- Movement lawyering approach: The Law Center is evolving into a movement-oriented practice. Inherent in this commitment is the recognition that its litigation strategies must be informed by and build power within directly impacted communities. To reach this goal, the Senior Counsel will develop relationships with grassroots organizations primarily, though not exclusively, through coalition work to inform and/or engage in Law Center litigation. The attorney in this position will also engage in coalitions of national organizations connecting the Law Center's litigation to strategies of other national partners;
- Oversee, review, and approve written work product, including filings, legal memoranda, letters, regulatory comments, FOIA requests and other types of advocacy materials, and personally draft select high-level or sensitive materials as needed;

- Develop and manage the annual budget for the federal litigation response, including approving expenditures within approved parameters, authorizing outside counsel and expert engagement, recommending budget adjustments, and reporting to the Executive Director on budget performance;
- Determine, in coordination with the Executive Director and Senior Policy Director, whether the Law Center should initiate, join, intervene in, or submit amicus filings in litigation, regulatory advocacy, or amicus matters. Once approved, exercise independent judgment in executing litigation strategy for the federal response effort;
- Work closely with Youth Homelessness Director to identify federal changes that affect rights and services for unhoused youth;
- Provide the Law Center's Communications Team with information about the Law Center's litigation efforts;
- Serve as a member of the Directors Team, contributing to organization-wide policy formulation, strategic planning, resource allocation decisions, confidential personnel planning, and management decisions affecting the federal response effort;
- Collaborate with other Law Center staff on cross-organizational priorities;
- Travel as required for litigation, conferences, and other in-person events;
- Any other duties needed to help drive to our Vision, fulfill our Mission, and embody our Values.

QUALIFICATIONS

- You have a J.D. and are an attorney admitted and in good standing in at least 1 US jurisdiction.
- You have at least 10 years of attorney experience with relevant policy or litigation experience, including at least 7 years of civil litigation experience and demonstrated experience managing a litigation program, team, or substantial portfolio of matters. Experience with policy or litigation regarding housing or homelessness is a plus, as is experience with litigation involving federal programs.
- You have experience working with directly impacted individuals and grassroots organizations on litigation and/or policy advocacy efforts.
- You have experience working collaboratively within and across legal teams. Prior management experience is a plus.
- You have strong relationship-based competencies (verbal and written communication, empathy, conflict resolution, collaboration, trust building).
- You have experience managing budgets, approving expenditures within established parameters, and making resource-allocation decisions.
- You have experience engaging with foundation funders and individual and corporate/law firm donors.
- You have an understanding of international human rights frameworks and share our belief that all human beings have the right to a basic standard of living that includes safe, affordable housing, healthcare, and freedom from discrimination and cruelty.
- You write clearly and accessibly and have experience editing others' writing.
- You enjoy multi-tasking and thrive in a collaborative and fast-paced work environment.
- You have flexibility for occasional travel (e.g. 2 times per year if within the DC metro area, or 4 times if outside the DC metro area).
- You must be legally authorized to work in the United States

WHO YOU ARE

- You enjoy taking initiative, and you think strategically and creatively.
- You manage your time and stay organized to meet deadlines.
- You follow through on tasks until completion.
- You thrive in a fast-paced, team-centric environment and are a self-starter.
- You are a successful collaborator across teams, with leadership, volunteers, and external partners.
- You have strong relationship-based competencies (communication, empathy, conflict resolution, collaboration, trust building).
- You handle sensitive information with confidentiality.
- You give and receive constructive feedback, are willing to learn, and ask for help when needed.
- You have a positive, problem-solving attitude.
- You thrive in a values-aligned organization.
- You have a justice-oriented understanding of how race and power impact relationships, organizational culture and partnerships. You are committed to personal and professional practice around deepening this understanding, through continuous learning, reflection, and growth.
- You have a strong commitment to social justice and the [values and mission](#) of the Law Center, viewing homelessness through a structural and anti-racist lens; the Law Center also encourages those with lived expertise of homelessness or housing instability to apply.

SALARY, BENEFITS AND LOCATION

Salary: The attorney will be paid in accordance with the Law Center's salary scale for attorneys based on years since law school graduation. The scale for the Senior Litigation Counsel begins at a salary of \$92,500 per year and increases by \$2,500 each year thereafter up to \$140,000 per year. Although compensation is determined by the Law Center's attorney salary scale for internal equity purposes, this is a management position with supervisory/managerial responsibilities as described above.

Benefits: Health, dental, vision, life, short and long-term disability insurance, all fully employer-paid and a 403(b)-retirement plan with supplemental salary contribution. The Law Center provides vacation leave (20 days per year), sick leave (10 days per year), personal leave (5 days per year), all Federal holidays, and 12 weeks of paid parental leave. In addition, the Law Center closes two weeks per year and has flexible work schedule options. A work laptop is provided.

Location: The location for this position is flexible - fully remote, hybrid, or in-person at our DC headquarters. Candidates must currently reside in, or be willing to relocate at their own expense to, one of the following states: Arizona, District of Columbia, Maryland, Missouri, New York, Oregon, Pennsylvania, Texas, Virginia, or Washington. **Candidates should indicate their state of residence or willingness to relocate to one of the aforementioned states in their cover letter.**

APPLICATION PROCEDURE

The Law Center is most interested in finding the best candidate for the job and that candidate may come from a less traditional background. We encourage all who feel capable of performing the

necessary duties of the role to apply, even if you are unsure your experience exactly matches the criteria of the job description.

To apply, send cover letter and resume to HR@homelesslaw.org with “Senior Counsel, Last Name, First Name” in the subject line. Please indicate in your cover letter where you are located and if you plan to work remotely, hybrid, or in-person. Incomplete applications will not be considered. Due to the high volume of applications, no phone calls, please.

Application Deadline: Applications will be reviewed on a rolling basis until the position is filled, with priority given to applications received by **August 7, 2026**.

AI USAGE

The Law Center does not knowingly use AI tools to screen applications or make hiring decisions. Likewise, in order to assess candidates’ authentic and unique skills, we discourage the use of AI tools to generate cover letters or answer interview questions verbatim.

EEO STATEMENT

The Law Center is an equal opportunity employer. The Law Center values an inclusive, diverse workplace and does not unlawfully discriminate on any basis prohibited by law. The Law Center encourages applications from all interested persons of any race, color, religion, sex, national origin, age, physical or mental disability, veteran status, sexual orientation, gender identity or expression, marital status, personal appearance, family responsibilities, matriculation, political affiliation, genetic information, union activities, or any other legally protected status.

The Law Center is committed to creating a fair and accessible interview process. To request an accommodation, please reach out to hr@homelesslaw.org.