



NONHUMAN RIGHTS PROJECT

Staff Attorney Position Description

About the Nonhuman Rights Project

The Nonhuman Rights Project works to secure fundamental rights for nonhuman animals. Our groundbreaking work challenges an archaic, unjust legal status quo that views and treats all nonhuman animals as “things” with no rights. We work to achieve our mission in three ways:

- Litigation (changing the legal status quo and catalyzing a global conversation about how nonhuman animals are viewed and treated under the law);
- Government Relations and Advocacy (building grassroots support at the local, national, and global levels and working to pass the first nonhuman rights laws in the US); and
- Education (raising awareness of the need and basis for nonhuman rights and providing resources to empower others to join the fight).

The NhRP’s litigation and legislation are the first of their kind in the world. Our persistence and bold approach are already changing the legal status quo and have catalyzed a global conversation about how our legal systems view and treat nonhuman animals. As a result of the NhRP’s unique mission and work, courts and legislatures are beginning to recognize the systemic problem of animals’ rightlessness, the suffering it has caused, and the ways it undermines the values and principles of justice - liberty, autonomy, equality, and fairness - on which our own human rights depend.

Our work follows centuries-long global struggles against the denial of human rights based on race, ethnicity, gender, sexual orientation, disability, or other status. No one should be denied rights because of who they are - including nonhuman animals.

We are the only civil rights organization in the United States dedicated solely to securing fundamental rights for nonhuman animals.

Position Overview

The NhRP seeks a Staff Attorney to join the NhRP's groundbreaking legal team as a passionate advocate for animal rights and animal law. NhRP Staff Attorneys are responsible for the oversight and execution of assigned cases and projects, including legal research, case development, drafting, filing, and court appearances. Because we are a small organization, our Staff Attorneys are typically involved in all stages of a case's lifecycle and are given meaningful, challenging work from day one.

Staff Attorneys report to the NhRP Litigation Program Director. This is a full-time remote position.

Key Responsibilities

- Serve as lead counsel, with responsibility for day-to-day management of all assigned cases, including legal research, petition drafting, motion practice, trial preparation, and oral advocacy
- Research potential new clients and cases and advise on litigation strategy related to same
- Prepare and oversee amicus curiae briefs that advance the NhRP's positions and influence the development of animal rights law
- Provide guidance to other NhRP departments regarding litigation strategy; participating in planning projects with other NhRP departments and coordinating related efforts on behalf of NhRP clients
- Draft, proofread and/or edit content on cases and legal developments for NhRP communications, in response to requests from the media, and for journal or other submission
- Represent the NhRP in various forums including in court, at events, with other nonprofit organizations, with donors, and as a media spokesperson on litigation related matters

Skills and Experience Needed

- Powerful commitment to civil rights and civil liberties consistent with the mission and goals of the NhRP; genuine passion for NhRP's mission with the ability to communicate this passion to others
- Enthusiasm for animal rights law; an appreciation of the difference between animal welfare and animal rights
- J.D. from an accredited law school, admission to the bar in at least one U.S. state, and at least three (3) years of litigation experience
- Excellent research, writing and verbal communication skills

- Exceptional organizational skills and the capacity to prioritize effectively and work independently in a remote environment
- Strong interpersonal skills, with the ability to foster and contribute to a supportive, inclusive, and collaborative team culture

Compensation and Benefits

The salary range for this position is \$95,000-\$105,000, commensurate with the candidate's skill and experience.

The NhRP offers comprehensive health benefits delivered through an Individual Coverage HRA (ICHRA) which provides employer-funded tax-free reimbursements for the individual plan of your choice, flexible paid time off including all federal holidays, paid parental leave, 403b retirement plan with employer match, professional development stipends, and home office equipment subsidies.

How to Apply

Interested applicants should submit a resume, cover letter, and three relevant writing samples describing why they are a good candidate for this position to jobs@nonhumanrights.org with "Staff Attorney" in the subject line. Applications will be accepted on a rolling basis until a candidate is hired. Select candidates will be contacted and invited to participate in next steps in the selection process.

Additional Information

The Nonhuman Rights Project is an Equal Opportunity Employer and acts in accordance with applicable laws in all of our hiring and employment practices. NhRP considers applicants for all positions without regard to race, color, religion, creed, gender identity, national origin, age, ability, marital or parental status, sexual orientation, or any other protected factor under federal, state, or local law. This is a U.S. based position. In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.