



Weil

# 2025-2026 PROGRAM APPLICATION GUIDELINES

Weil **LEGAL**  
**INNOVATORS**  
PROGRAM

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# ABOUT US

## ABOUT WEIL LEGAL INNOVATORS

The Weil Legal Innovators (WLI) Program engages incoming law school students in addressing some of the most pressing social and legal challenges in our communities today. Each WLI class comprises 10 incoming law school students who plan to attend a J.D. program at one of our law school partners. Innovators defer their first year of law school to work at a partner nonprofit organization for a paid public service fellowship, executing a strategic initiative designed to leverage their passion for justice and commitment to public service, while amplifying the impact of the nonprofits and their important missions.

## ABOUT WEIL

With approximately 1,100 lawyers in offices around the world, Weil operates according to the “one firm” principle, allowing us to bring the right mix of firm-wide skill and local-market presence to deliver the coordinated legal advice necessary to help our clients achieve their sophisticated goals and objectives.

Founded in 1931, Weil has provided legal services to the largest public companies, private equity firms and financial institutions for more than 90 years. Widely recognized by those covering the legal profession, Weil’s lawyers regularly advise clients globally on their most complex Litigation, Corporate, Restructuring, and Tax and Benefits matters. Weil has been a pioneer in establishing a geographic footprint that has allowed the Firm to partner with clients wherever they do business.

# APPLICATION REQUIREMENTS

Thank you for your interest in the Weil Legal Innovators Program!

**The deadline to submit your application is March 17, 2025, 9:00 AM ET.**

Applications must be submitted online by following this link:

[https://weilsocialresponsibility.smapply.io/prog/2025-2026\\_weil\\_legal\\_innovators\\_application/](https://weilsocialresponsibility.smapply.io/prog/2025-2026_weil_legal_innovators_application/)

## ELIGIBILITY

All students who have been accepted to one of the program's WLI law school partners are eligible to apply. Eligibility is open to students with prior professional experience, as well as to students applying directly to law school from an undergraduate institution.

Applicants must demonstrate an intention to attend one of the participating WLI law school partners by attaching a letter of intent or deposit submission confirming that they plan to attend one of the following law schools:

1. Berkeley Law
2. Columbia University Law School
3. Duke University School of Law
4. Georgetown University Law Center
5. Harvard Law School
6. Howard University School of Law
7. New York University School of Law
8. Stanford Law School
9. University of Chicago Law School
10. University of Michigan Law School
11. University of Pennsylvania Law School
12. University of Texas at Austin School of Law
13. Yale Law School

In the circumstance that an applicant is still deciding between two or more WLI law school partners by the application deadline, the program will accept an official letter of acceptance to one of the partner law schools in lieu of a letter of intent to attend and/or proof of a deposit. However, a letter of intent to attend and/or proof of a deposit to one of the WLI law schools must be submitted by the time the Innovator accepts their offer to participate in the WLI Program.

Please note that all law school letters must be provided on the institution's letterhead.

Eligibility is also subject to confirmation that the applicant will be 18 years of age as of the July 2025 orientation date. Please also note that this position is not eligible for visa sponsorship. All WLI participants must demonstrate U.S. work authorization within three business days of hire.

Eligibility is also subject to confirmation that the applicant can attend orientation during the WLI Conference in New York City from July 14-16, 2025 (travel expenses and hotel accommodations will be covered by Weil).

# SUPPLEMENTAL MATERIALS

## RESUME

PDF version required.

## PERSONAL STATEMENT

Describe your motivations for participating in the Weil Legal Innovators Program, how it will advance your career goals, and ultimately help you to become a well-rounded attorney with a commitment to public service and social impact, regardless of where your legal career takes you. Please also share what an innovative and entrepreneurial mindset within the context of one's legal career means to you. *Answer should be 500 words maximum.*

## LETTERS OF RECOMMENDATION

Your application must have two letters of recommendation in order to be considered.

You must use the application portal to request a letter from your recommender. You will be able to track the status of your recommendation on the portal, however, you will not be able to view the contents of the letter. You may ask your recommender for a copy of the letter directly at your own discretion.

### GUIDELINES FOR LETTERS OF RECOMMENDATION:

- Letters of recommendations can be from an academic source and/or an employer/internship supervisor.
- For applicants with substantive work experience after college, at least one letter should be from an employer/internship supervisor

### LETTERS OF RECOMMENDATION MUST ANSWER THE FOLLOWING QUESTIONS:

1. Why do you believe that the applicant would be a suitable fit for the Weil Legal Innovators Program?
2. What leadership and/or public service competencies have you seen demonstrated in the applicant?

### OTHER REQUIREMENTS:

- Must be submitted online by March 17, 2025
- Must be submitted through the recommender's institutional email address
- Must be on school or company letterhead
- Must be signed by the recommender
- Should be no longer than one page
- Should be in PDF format

Note if you have an extenuating circumstance relevant to any of the above guidelines and requirements, please email us at [legalinnovators@weil.com](mailto:legalinnovators@weil.com).

# NONPROFIT SELECTION AND PROJECT PROPOSALS

The 2025-2026 WLI Program offers 16 Innovator fellowship opportunities at 10 leading nonprofit organizations based across the United States.

Please identify your **first choice** and **second choice** WLI initiative from the list below. For a full list of all nonprofit project job descriptions and desired skills, please refer to Appendix A.

ORGANIZATION	JOB TITLE	LOCATION	HYBRID OR REMOTE*
American Civil Liberties Union (ACLU) of Texas	Litigation Associate	Rio Grande Valley, TX**	Hybrid
American Civil Liberties Union (ACLU) of Texas	Litigation Associate	Houston, TX	Remote
Clooney Foundation for Justice	Advocacy Communications Fellow	Global	Remote
Clooney Foundation for Justice	Research Fellow	Global	Remote
Esperanza Immigrant Rights Project	Community Engagement Associate	Los Angeles, CA	Hybrid
Graham Windham	Advocacy and Public Policy Associate	New York, NY	Hybrid
Graham Windham	Community Advocacy Associate	New York, NY	Hybrid
Innocence Project	Exoneration Innovator	New York, NY	Hybrid
Lawyers' Committee for Civil Rights Under Law	Movement Partnerships Coordinator	Washington, D.C.	Hybrid
National Women's Law Center	Program Associate, Education & Workplace Justice	Washington, D.C.	Hybrid
National Women's Law Center	Program Associate, TIME'S UP Legal Defense Fund/Legal Network for Gender Equity	Washington, D.C.	Hybrid
United Way of NYC	Weil Legal Innovator Policy Associate	New York, NY	Hybrid
United Way of NYC	Weil Legal Innovator Communications Associate	New York, NY	Hybrid
Upsolve	AI Legal Research Fellow	Cambridge, MA	Hybrid or Remote
World Wildlife Fund	Impact Investing Policy Associate	Washington, D.C.	Hybrid
World Wildlife Fund	Program Associate, WWF Tribal Team	Washington, D.C.	Hybrid

\*Details on hybrid or remote work arrangements included in Appendix A under each job description.

\*\*Rio Grande Valley, Houston, or San Antonio, TX

# NONPROFIT PROJECT PROPOSAL STATEMENTS

For the full list of all nonprofit project job descriptions and desired skills, please refer to Appendix A. Once you have reviewed the job descriptions, please answer the following prompts:

## FIRST CHOICE

Please describe the skills, resources, tools, mechanisms and/or frameworks you would bring to your first choice fellowship role. Please reference the specific challenges, issues, and/or responsibilities presented in the job description and how you would tactically address them.

*Answer should be 500 words maximum.*

## SECOND CHOICE

Please describe the skills, resources, tools, mechanisms and/or frameworks you would bring to your second choice fellowship role. Please reference the specific challenges, issues, and/or responsibilities presented in the job description and how you would tactically address them.

*Answer should be 500 words maximum.*

*We are interested in not only knowing why the nonprofit initiative is interesting to you, but also in understanding how you might tactically address the challenge posed in the job description using the skillsets (including lived experiences, tools and frameworks) which you may wish to bring to the forefront if offered the opportunity.*

## KEY DATES

<b>JANUARY 2025</b>	WLI applications open
<b>MARCH 17, 2025</b>	WLI applications close
<b>APRIL 2025</b>	Interview Round I with WLI Steering Committee; Interview Round II with WLI Nonprofit Partners
<b>MAY 1, 2025</b>	Offers extended to Innovators by this date
<b>JULY 2025</b>	WLI Program commences
<b>JULY 14-16, 2025</b>	WLI Conference in New York City
<b>JULY 2026</b>	WLI Program concludes

## CONTACT US

For more information on Weil Legal Innovators, please visit:

[www.weil-legal-innovators.com](http://www.weil-legal-innovators.com)

To review our Frequently Answered Questions, please visit:

<https://www.weil.com/weil-legal-innovators/frequently-asked-questions>

To speak with a member of the WLI team, please contact us at:

[legalinnovators@weil.com](mailto:legalinnovators@weil.com)

# APPENDIX A

## NONPROFIT JOB DESCRIPTIONS

**Organization:** American Civil Liberties Union (ACLU) of Texas

**Location:** Rio Grande Valley, Houston, or San Antonio, TX

**Hybrid or Remote:** The position is mostly remote with frequent travel to the Rio Grande Valley. Innovator must be willing to relocate to the Rio Grande Valley, San Antonio, or Houston.

**Job Title:** Litigation Associate

**Supervisor:** Senior Manager, Legal Operations



### ABOUT THE ORGANIZATION

The ACLU is the nation's foremost defender of civil liberties and civil rights, dedicated to defending the Bill of Rights and advocating for marginalized communities through litigation, legislative work, and public education. The ACLU of Texas, founded in 1938 and headquartered in Houston, is the one of the largest ACLU affiliates in the nation. The ACLU of Texas has regional staff in Austin, Brownsville, Dallas, and El Paso.

Whether it's protecting the rights of immigrants and refugees, ending mass incarceration, achieving full equality for the LGBT community, combatting voter suppression, or preserving reproductive rights, the ACLU takes up the toughest civil rights and liberties cases to defend all people from government abuse and overreach.

### JOB DESCRIPTION

This position will join our established Border/Immigration team to manage and assist on policy and litigation as it relates to challenges along the Texas border. In addition, the position will engage with impacted communities through legal advocacy, know your rights presentations, and create materials for distribution. Lastly, they will have the opportunity to assist in active court cases and receive firsthand experience prior to heading to law school.

With anticipated mass deportations and possible continuation of family separation, the ACLU of Texas is looking for an Innovator to help build capacity and encourage impacted communities on the border. The Innovator will assist with research, story gathering and data analysis to further the organization's litigation & policy goals as it pertains to the border and immigration. The Innovator will play a key role in our integrated advocacy program that seeks to protect civil rights and civil liberties through litigation, legislative advocacy, community engagement and public education and in shaping the overall vision of the affiliate's work.

The person in this position will employ various tools to perform in-depth research to understand the scope and details of civil liberties and civil rights violations. This research will help determine, and lay the groundwork for, the appropriate advocacy tool to address the situation. The work – which may include original research, drafting and filing public records requests and reviewing disclosed documents, writing memoranda, white papers, and reports, gathering data and analysis of that data, interviewing witnesses and potential clients, drafting blogs and more – will assist in "building" cases to be used in

legal advocacy, supporting legislative advocacy, policy initiatives and campaigns, supporting public education efforts, and messaging in earned or paid media.

This position will also assist with filings in cases, client management, and general litigation and departmental administrative support duties throughout the duration of the position.

### DESIRED SKILLS

- A commitment to diversity, equity, inclusion and belonging; a personal approach that values the individual holistically and respects differences of race, ethnicity, age, gender, sexual orientation, religion, ability, and socio-economic circumstances.
- Travel will be necessary. The Innovator must be willing to live in Texas, with a preference for living in the Texas Rio Grande Valley. An additional stipend for moving costs will be available.
- Well organized and attentive to detail; strong analytical skills.
- Spanish speaking skills are **required**.

**Organization:** American Civil Liberties Union (ACLU) of Texas

**Location:** Houston, TX

**Hybrid or Remote:** Remote (travel to the office required once per quarter, all travel costs are covered by the organization)

**Job Title:** Litigation Associate

**Supervisor:** Senior Manager, Legal Operations



## ABOUT THE ORGANIZATION

The ACLU is the nation's foremost defender of civil liberties and civil rights, dedicated to defending the Bill of Rights and advocating for marginalized communities through litigation, legislative work, and public education. The ACLU of Texas, founded in 1938 and headquartered in Houston, is the one of the largest ACLU affiliates in the nation. The ACLU of Texas has regional staff in Austin, Brownsville, Dallas, and El Paso.

Whether it's protecting the rights of immigrants and refugees, ending mass incarceration, achieving full equality for the LGBT community, combatting voter suppression, or preserving reproductive rights, the ACLU takes up the toughest civil rights and liberties cases to defend all people from government abuse and overreach.

## JOB DESCRIPTION

This position will join our established Free Speech team to manage and assist on policy and litigation as it relates to challenges to the First Amendment. In addition, the position will engage with impacted communities through legal advocacy, know your rights presentations, and create materials for distribution. Lastly, they will have the opportunity to assist in active court cases and receive firsthand experience prior to heading to law school.

This year's Innovator will assist with research, story gathering and data analysis to further the organization's litigation & policy goals as it pertains to the First Amendment. The Innovator will play a key role in our integrated advocacy program that seeks to protect civil rights and civil liberties through litigation, legislative advocacy, and public education and in shaping the overall vision of the affiliate's work. The person in this position will employ various tools to perform in-depth research to understand the scope and details of civil liberties and civil rights violations. This research will help determine, and lay the groundwork for, the appropriate advocacy tool to address the situation.

The Innovator's work – which may include original research, drafting and filing public records requests and reviewing disclosed documents, writing memoranda, white papers, and reports, gathering data and analysis of that data, interviewing witnesses and potential clients, drafting blogs and more – will assist in "building" cases to be used in legal advocacy, supporting legislative advocacy, policy initiatives and campaigns, supporting public education efforts, and messaging in earned or paid media. This position will also assist with filings in cases, client management, and general litigation and departmental administrative support duties throughout the duration of the position.

## DESIRED SKILLS

- A commitment to diversity, equity, inclusion and belonging; a personal approach that values the individual holistically and respects differences of race, ethnicity, age, gender, sexual orientation, religion, ability, and socio-economic circumstances.
- Travel may be necessary. A preference for Texas based Innovators or Innovators willing to live in Texas is encouraged **but not required**. All travel costs will be covered by the organization.
- Well organized and attentive to detail; strong analytical skills.
- Spanish speaking Innovators are preferred **but not required**.

**Organization:** Clooney Foundation for Justice  
**Location:** Global  
**Hybrid or Remote:** Remote  
**Job Title:** Advocacy Communications Fellow  
**Supervisor:** Co-Chief Executive Officer



## ABOUT THE ORGANIZATION

The Clooney Foundation for Justice (CFJ) provides free legal support to victims of human rights abuses in over 40 countries around the world. It wages justice to create a world where human rights are protected and no one is above the law.

**TrialWatch** exposes injustice, helps to free those unjustly detained, and promotes the rule of law around the world. TrialWatch monitors criminal trials globally against those who are most vulnerable – including journalists, protesters, women, LGBTQ+ persons, and minorities – and advocates for freedom for those who are unjustly detained and works to reform unfair laws.

**The Docket** gathers evidence of international crimes to trigger prosecutions of perpetrators and support victims in their pursuit of justice by combining investigations, legal action, and advocacy to bring the perpetrators to justice, obtain redress for survivors, and achieve systemic change.

**Waging Justice for Women** aims to fight injustice against women through strategic litigation to reform discriminatory laws and increase accountability for gender-based abuse. This global initiative identifies laws and policies that are holding women back and supports women's ability to claim their rights through the courts.

## JOB DESCRIPTION

The Advocacy Communications Fellow position is for an early career professional interested in the intersection of storytelling, data, and justice. They will work and lead on initiatives that run across all three of our initiatives. The Clooney Foundation for Justice (CFJ) seeks to leverage data analysis and data visualization to amplify its impact and communicate key narratives in the pursuit of justice. The Fellow will support CFJ by analyzing and visualizing data, crafting compelling stories that resonate with diverse audiences, and contributing to program and communications strategies. This role offers the opportunity to help shape how CFJ conveys its mission and impact to the world.

## RESPONSIBILITIES

Reporting to the Co-CEO and working closely with our communications and program teams, the Advocacy Communications Fellow will:

- Gather and synthesize data about our programmatic reach and impact;
- Identify areas of our work in which data could support better storytelling for our audiences, and coordinate with program teams to generate methods for data collection;
- Propose communications concepts and strategies to convey program impact areas, including data visualizations, graphic designs, and written narratives that resonate with diverse global audiences;
- Work with the communications team to coordinate the rollout of produced materials;

## REQUIRED QUALIFICATIONS

- Previous experience in data storytelling or visualization, including the production of charts, tables, graphs, infographics, distribution maps, or timelines using Adobe or other related software.
- Excellent written and oral communication skills.
- Aptitude to work in an international, virtual environment with a multi-cultural team.
- Ability to use discerning judgment while being proactive and responsive.
- Keen attention to detail and the ability to meet deadlines.
- Team player willing to be flexible and adaptable.
- Commitment to and passion for CFJ's mission and goals.

## PREFERRED QUALIFICATIONS

- Demonstrated interest in human rights, rule of law, criminal justice, and/or public international law.
- Proficient in Adobe Creative Cloud and/or other software related to data storytelling.
- Previous experience in graphic design, communications, or visual storytelling.
- An understanding of best practices and industry metrics related to data analytics and visual storytelling.
- Fluency in a language other than English.

**Organization:** Clooney Foundation for Justice

**Location:** Global

**Hybrid or Remote:** Remote

**Job Title:** Research Fellow

**Supervisor:** Co-Chief Executive Officer



## ABOUT THE ORGANIZATION

The Clooney Foundation for Justice (CFJ) provides free legal support to victims of human rights abuses in over 40 countries around the world. It wages justice to create a world where human rights are protected and no one is above the law.

**TrialWatch** exposes injustice, helps to free those unjustly detained, and promotes the rule of law around the world. TrialWatch monitors criminal trials globally against those who are most vulnerable – including journalists, protesters, women, LGBTQ+ persons, and minorities – and advocates for freedom for those who are unjustly detained and works to reform unfair laws.

**The Docket** gathers evidence of international crimes to trigger prosecutions of perpetrators and support victims in their pursuit of justice by combining investigations, legal action, and advocacy to bring the perpetrators to justice, obtain redress for survivors, and achieve systemic change.

**Waging Justice for Women** aims to fight injustice against women through strategic litigation to reform discriminatory laws and increase accountability for gender-based abuse. This global initiative identifies laws and policies that are holding women back and supports women's ability to claim their rights through the courts.

## JOB DESCRIPTION

This position is for an early-career professional passionate about the potential of research and data in the pursuit of justice. The Research Fellow will work across the organization and support all CFJ initiatives by conducting comprehensive research and data analysis that strengthens CFJ's data driven approach to providing legal support in defense of women and speech. Working closely with multiple teams, the Fellow will gather and interpret data to support the identification of trends for thematic reports, highlight opportunities for strategic litigation and advocacy, and inform CFJ's strategic priorities. The Fellow will be able to perform in-depth literature reviews, analyze existing research and compile findings relevant to CFJ initiatives. They should have strong skills in interpreting and presenting findings in ways that support strategy development, and advocacy efforts. This role is essential in helping CFJ shape advocacy efforts, explore emerging areas of need, and refine programmatic goals. The Fellow's work will directly contribute to CFJ's ability to scale impact.

## RESPONSIBILITIES

Reporting to the Co-CEO and working closely with our program teams, the Research Fellow will:

- Gather and interpret data to support the identification of trends for thematic reports.
- Highlight opportunities for strategic litigation and advocacy.
- Perform in-depth literature reviews, analyzing existing research to compile findings relevant to CFJ initiatives.
- Identify and explore emerging areas of need for advocacy and litigation.
- Work with the program teams to propose thematic reports and as well as programmatic goals.

## REQUIRED QUALIFICATIONS

- Previous experience conducting research, literature reviews, and/or data analysis.
- Ability to critically evaluate data and identify key findings.
- Excellent written and oral communication skills, with the ability to clearly and concisely summarize data and research findings.
- Aptitude to work in an international, virtual environment with a multi-cultural team.
- Ability to use discerning judgment while being proactive and responsive.
- Keen attention to detail and the ability to meet deadlines.
- Team player willing to be flexible and adaptable.
- Commitment to and passion for CFJ's mission and goals.

## PREFERRED QUALIFICATIONS

- Demonstrated interest in human rights, rule of law, criminal justice, and/or public international law.
- Proficiency using legal research tools and databases, or prior legal research experience.
- Fluency in a language other than English.

**Organization:** Esperanza Immigrant Rights Project

**Location:** Los Angeles, CA

**Hybrid or Remote:** Hybrid. The expectation is to be in the office 2-3 days/week.

**Job Title:** Community Engagement Associate

**Supervisor:** Director of Holistic Services and Capacity Building



## ABOUT THE ORGANIZATION

Esperanza Immigrant Rights Project, a program of Catholic Charities of Los Angeles, Inc., is a non-profit law firm which provides community education and legal representation to immigrant adults, families, unaccompanied minors, individuals with mental health issues, and in cases involving the intersection of criminal and immigration law.

With over 20 years of expertise, Esperanza provides targeted legal assistance through information sessions, workshops, and pro se support into unrepresented individuals at risk of deportation and in immigration detention. We also offer full-scope direct representation for hundreds of individuals a year representing them in immigration court and preparing their asylum applications, special immigrant juvenile visas, helping them adjust to legal permanent resident status and more. Our services are delivered at key locations, including at immigration court, with remote options available to ensure greater access to information and legal support.

## JOB DESCRIPTION

The Community Engagement Associate will be responsible for building relationships with nonprofit organizations, community members, government agencies, and other stakeholders. They will also represent Esperanza in meetings, workgroups, and coalitions with local and national partners. The advocate will identify ways for Esperanza to support pro-immigrant policy and advocacy efforts, and coordinate engagement opportunities for Esperanza's community.

## RESPONSIBILITIES:

- Work with other nonprofit organizations to support coalition building among government, community, and private institutions to drive advocacy strategies to advance the human and civil rights of immigrants facing deportation.
- Under the supervision of a manager, lead Esperanza's community engagement efforts on issues affecting the population that we serve.
- Coordinate, participate in trainings, conferences, and coordination of meetings with other partners, legal service providers, and government agencies.
- Help to identify opportunities for community engagement and implement creative projects
- Other duties as assigned.

## DESIRED SKILLS

- Experience in community building and engagement efforts, especially with immigrant communities and organizations that serve them.
- Experience working with vulnerable populations, in particular, immigrants or refugees.
- Excellent written and oral skills, and ability to communicate effectively with stakeholders, partners, and community members.
- Strong critical thinking, analytical, and research skills.
- Demonstrated ability to take initiative and work under pressure.
- Willingness to be a team-player with an attitude and aptitude for collaboration.
- Passion for social justice for immigrants and vulnerable communities required.

**Organization:** Graham Windham

**Location:** New York, NY

**Hybrid or Remote:** Hybrid (2 days in-person); occasional travel to other sites in Brooklyn, the Bronx and Harlem to meet with officials

**Job Title:** Advocacy and Public Policy Associate

**Supervisor:** Chief Strategy Officer and General Counsel



## ABOUT THE ORGANIZATION

Graham provides innovative and life-changing tools and resources for children, young adults, and families who face some of the most difficult obstacles caused by poverty, racial injustice, and lack of access to educational opportunities, living wage employment, quality healthcare, and affordable housing.

We collaborate with communities and strong partners to create and implement strategies so everyone can lead healthy, joyful, and successful lives.

Graham has been a change maker for over 200 years, and its demonstrated initiatives have been replicated across New York City and nationwide. Graham has a long legacy of child welfare services, and is reckoning with the harm Black and brown families and communities have suffered in the name of child safety. Today, with an array of supports and services in Brooklyn, Harlem, and the Bronx, Graham seeks to address the root causes of child welfare involvement: poverty and structural racism.

## JOB DESCRIPTION

The Weil Legal Innovator will play a pivotal role in Graham's advocacy work and advancing the policy objectives most important to our community, while also supporting Graham's impactful daily work. The WLI will report directly to Graham's Chief Strategy Officer and General Counsel and will take the lead on researching policy issues, designing bold alternatives, coordinating and attending meetings with elected officials, community members, and thought leaders, developing advocacy strategies, and advancing strategic initiatives. The WLI will also provide support to Graham's General Counsel, conducting research on pertinent legal topics and helping to improve and implement policies across the organization.

## RESPONSIBILITIES

- Coordinate, prepare briefings for, and attend meetings with legislators.
- Develop white papers and make recommendations to the Graham leadership team on actions to take on pending legislation.
- Conduct outreach and plan events with community leaders and elected officials.
- Support the development and execution of advocacy strategies.
- Research and co-design alternatives to the child welfare system and potential pilot programs.
- Attend and report back on conferences, convenings, public hearings, and community events.
- Provide concrete assistance on legal matters involving health, safety, privacy, litigation, compliance, tax, finance, governance, employment, and more.

## AREAS OF ADVOCACY FOCUS

- Addressing the root causes of involvement in the child welfare and other punitive systems (e.g., the federal child tax credit, universal childcare, NYC and NYS housing subsidies, Cash Transfer Initiative for youth aging out of foster care).
- Addressing systemic biases in child welfare (e.g., through determining how to join with parent activists on legislation/policy changes, such as redefining child neglect so as not to punish families for poverty and ending anonymous (versus confidential) reporting policy to deter false and malicious reports).
- Expediting permanency for youth in foster care by focusing on expanding mediation as an alternative to Family Court.
- Expanding education and employment opportunities for youth who are living in under-resourced communities.
- Equitable, just salaries for human services staff.

## DESIRED SKILLS

- Excellent writer and editor.
- Outstanding verbal communication skills.
- Keen analytical skills.
- Strong ability to conduct research and summarize findings clearly for an executive audience.
- Eagerness to learn and willingness to jump in and complete many types of assignments.
- Excellent time management and organizational skills.
- Ability to work independently and meet deadlines.
- Ability to work collegially with a wide range of people.
- Must have a passion for Graham's mission and pillars.

**Organization:** Graham Windham

**Location:** New York, NY

**Hybrid or Remote:** Hybrid (2 days in-person mostly at the Family Enrichment Center in the Bronx and surrounding neighborhoods)

**Job Title:** Community Advocacy Associate

**Supervisor:** Senior Director for Community Leadership Development and General Counsel



## ABOUT THE ORGANIZATION

Graham provides innovative and life-changing tools and resources for children, young adults, and families who face some of the most difficult obstacles caused by poverty, racial injustice, and lack of access to educational opportunities, living wage employment, quality healthcare, and affordable housing.

We collaborate with communities and strong partners to create and implement strategies so everyone can lead healthy, joyful, and successful lives.

Graham has been a change maker for over 200 years, and its demonstrated initiatives have been replicated across New York City and nationwide. Graham has a long legacy of child welfare services, and is reckoning with the harm Black and brown families and communities have suffered in the name of child safety. Today, with an array of supports and services in Brooklyn, Harlem, and the Bronx, Graham seeks to address the root causes of child welfare involvement: poverty and structural racism.

## JOB DESCRIPTION

The Weil Legal Innovator will make a concrete, meaningful impact in Graham's Bronx communities by amplifying community voice and connecting community members with key resources that address their concerns—material, legal, and informational.

The Weil Legal Innovator will work deep within Graham's Bronx community as a community liaison and advocate. The WLI will report jointly to Graham's Senior Director for Community Leadership Development and General Counsel and will make a concrete, meaningful impact in the areas around Graham's Bronx sites, by amplifying community voice through listening sessions and events with elected officials and other leaders, expanding awareness of, and access to, available resources like housing subsidies and cash transfer initiatives, promoting educational and employment opportunities, identifying legal issues and connecting individuals with legal services in areas of immigration law, orders of protection, eviction defense, etc., and lifting up the community's concerns through Graham's advocacy work and through partnerships with other community activists.

- Work closely with Graham families to share information about education and employment opportunities, particularly those for youth living in under-resourced communities.
- Work within the community to expand their knowledge of equitable, just salaries in various fields, trades, and professions.
- Partner with Graham's advocacy team to inform their priorities and lift up community concerns.

## DESIRED SKILLS

- Excellent writer and editor.
- Outstanding verbal communication skills.
- Keen analytical skills.
- Eagerness to learn and adapt and willingness to jump in and complete many types of assignments.
- Excellent time management and organizational skills.
- Ability to work independently and meet deadlines.
- Ability to communicate effectively with different audiences.
- Ability to work collegially with a wide range of people.
- Must have a passion for Graham's mission and pillars.

## RESPONSIBILITIES

- Engage in radical listening with community members to learn what changes the community would most like to see; work with community members to advocate for said changes.
- Coordinate events to bring together community members and elected officials.
- Become informed about pertinent resources that are available to the community, particularly migrant families, and expand awareness of those resources (e.g., housing subsidies, cash transfer initiatives).
- Identify and foster relationships with pro bono legal organizations; secure legal services for community members to address their specific concerns (e.g., in areas of immigration, orders of protection, eviction defense).

**Organization:** The Innocence Project

**Location:** New York, NY

**Hybrid or Remote:** Hybrid; three days in-person a week (Wednesday anchor day)

**Job Title:** Exoneration Innovator

**Supervisor:** Senior Staff Attorney



## ABOUT THE ORGANIZATION

The Innocence Project works to free the innocent, prevent wrongful convictions, and create fair, compassionate, and equitable systems of justice for everyone. Our work is guided by science and grounded in antiracism. Since our inception, the Innocence Project has used DNA and other scientific advancements to prove wrongful conviction. To date, we have helped to free or exonerate more than 200 people who, collectively, spent more than 3,600 years behind bars. Our efforts have led to the passage of more than 200 transformative state laws and federal reforms. Today, the Innocence Project continues to fight for freedom, drive structural change, and advance the innocence movement.

## JOB DESCRIPTION

This position provides someone who is passionate about social justice and righting the most grievous wrongs of our criminal legal systems with an opportunity to support the Innocence Project's efforts to free wrongfully convicted people across the country. The Exoneration Innovator will be responsible for supporting the Post-Conviction Litigation (PCL) Team with in-depth legal research and writing, preparation of resource guides, and assisting with data management. The Exoneration Innovator may also, where needed, assist with preparing motions and materials for court appearances. The work of the Exoneration Innovator will help ensure the organization's efforts to rectify gross miscarriages of justice are robustly supported.

## RESPONSIBILITIES

- Comprehensive legal research projects, and written analysis, including in connection with complex procedural and constitutional questions.
- Managing and producing work products that provide departmental support, including, for example, by managing departmental resources (such as a brief bank) and drafting written guidance materials for internal reference.
- Assisting in data management.
- In some instances, supporting client representation by assisting legal teams with court filings and materials for hearings, and engaging in client communication.

## DESIRED SKILLS

- Excellent research and analytical skills, and an ability to write clearly and persuasively.
- Self-starting initiative, the ability to follow through on projects with keen attention to detail, and facility with prioritizing in a fast-paced, deadline oriented environment.
- Proficiency with Excel/Google Sheets and PowerPoint/Google Slides will be helpful.
- Innocence Project's exoneration work is client-centered. Ideal candidates may be system-impacted and/or will likewise value the power and contributions of system-impacted persons.
- Commitment to social and racial justice, and to the Innocence Project's mission.

**Organization:** Lawyers' Committee for Civil Rights Under Law

**Location:** Washington, D.C.

**Hybrid or Remote:** Hybrid; in-person two days a week

**Job Title:** Movement Partnerships Coordinator

**Supervisor:** Director, Fair Housing & Community Development Project



## ABOUT THE ORGANIZATION

The Lawyers' Committee for Civil Rights Under Law is a nonpartisan, nonprofit organization, formed in 1963 at the request of President John F. Kennedy to mobilize the nation's leading lawyers as agents for change in the Civil Rights Movement. Today, the Lawyers' Committee uses legal advocacy to achieve racial justice, fighting inside and outside the courts to ensure that Black people and other people of color have the voice, opportunity, and power to make the promises of our democracy real. The Lawyers' Committee implements its mission and objectives by marshaling the pro bono resources of the bar for litigation, public policy, advocacy and other forms of service by lawyers to the cause of civil rights.

## JOB DESCRIPTION

The Movement Partnerships Coordinator will represent the Lawyers' Committee and the Fair Housing & Community Development Project team in grassroots-led coalition and campaign spaces, conduct ongoing outreach to organizers and organized tenants during the pendency of litigation, and meet with tenant groups to help identify their strategic objectives.

## RESPONSIBILITIES

- Represent the Lawyers' Committee in regular coalition meetings that include representatives of grassroots organizing groups or networks.
- Conduct one-on-one interviews with grassroots organizations with which the Lawyers' Committee has existing relationships to ascertain ways in which the Lawyers' Committee can deepen partnerships.
- Conduct outreach to grassroots tenant organizers in strategic locations in order form new relationships.
- Assist in the development of new cases through fact investigation, including interviewing potential clients and witnesses.
- Review and analyze proposed legislation, regulations, policies, and other related documents in an effective, well-reasoned, and timely manner.
- Provide policy support to grassroots community organizations, their national networks, and coalitions in which grassroots community organizations play a leading role.
- Work closely with colleagues across relevant Lawyers' Committee internal Projects as needed to help identify and pursue shared advocacy objectives.
- Articulate and represent the Lawyers' Committee's positions on various issues related to fair housing, community development, and tenants' rights through public speaking engagements and by working in coalitions.
- Deep commitment to the advancement of civil rights and racial justice.
- Excellent research, writing, and communication skills.
- Strong analytical and problem-solving skills, including ability to approach issues creatively.
- Demonstrated interest in issues related to racial justice, fair housing, community development, tenants' rights, and/or fair lending (which can include paid employment, working in a pro bono or volunteer capacity, and/or academic coursework).
- Experience working with or for communities of color.
- Strong organizational skills with attention to detail.
- Ability to produce high quality work under pressure of multiple deadlines.
- Ability to build trust and credibility with clients, colleagues, and external partners.
- Ability to work independently as well as part of a team; receptive to direction and guidance.
- Ability to be flexible and responsive.
- Motivated and willing to take initiative to take on additional responsibilities as needed.
- Proficient in Microsoft Office software.
- Willingness and ability to travel.

## DESIRED SKILLS

**Organization:** National Women's Law Center

**Location:** Washington, D.C.

**Hybrid or Remote:** Mostly remote or hybrid, Innovator may choose to work in-person two more times/week or may choose to work in-person once per month.

**Job Title:** Program Associate, Education & Workplace Justice

**Supervisor:** Director of State Policy for Workplace Justice



## ABOUT THE ORGANIZATION

The National Women's Law Center fights for gender justice—in the courts, in public policy, and in our society—working across the issues that are central to the lives of women and girls. We use the law in all its forms to change culture and drive solutions to the gender inequity that shapes our society and to break down the barriers that harm us all—especially women of color, LGBTQIA+ people, and low-income women and families.

We are committed to advancing equality, safety, and dignity at work by closing race and gender pay gaps, promoting fair scheduling practices and leave policies, and by securing protections against sexual harassment and pregnancy discrimination. We also promote safe and inclusive learning environments for all students, especially girls of color, LGBTQI+ students, and pregnant or parenting students who are too often denied access to educational opportunities due to harassment, policing, and biased school discipline policies.

## JOB DESCRIPTION

The National Women's Law Center is seeking a Weil Legal Innovator to join the Education & Workplace Justice team. The Innovator will support state policy efforts focused primarily on sex harassment, pay equity, discriminatory school discipline policies, and the creation of safe and inclusive schools. As part of the Education & Workplace Justice team, the Innovator will support our diverse network of state partners, provide resources to state legislators, and engage in advocacy related to sex discrimination at work and school.

- Participating in the development and implementation of special projects and new initiatives to support the work of the Education & Workplace Justice team; Past examples of this work include the creation of the Gender Justice Youth Council; convenings of academics, practitioners, advocates, and students or workers (most recently to discuss the impact of newly pass state workplace anti-harassment laws); and development of know your rights ad campaigns.
- Participating in regular meetings of the Education & Workplace Justice team.

## RESPONSIBILITIES

- Monitoring state legislation, including on sex harassment, equal pay, and school discipline, identifying themes and innovative approaches, and creating bill summaries for the team -depending on interest, this may include the opportunity to develop and "own" issue expertise around bills on diversity, equity, and inclusion; menstrual equity; regulating the use of artificial intelligence and other technologies in the workplace; or other emerging issues.
- Under the supervision of the Director of State Policy, assisting in preparing for state legislative testimony, including conducting relevant research and drafting statements.
- Assisting in the management of the Stop Harassment State Network - this may include helping to draft agendas and presentations, maintaining relevant listservs, delivering programmatic updates to partners at coalition meetings, conducting outreach, and coordinating advocacy efforts.
- Assisting in state partner relationship management, including conducting outreach, coordinating resource requests, and distributing updated materials.
- Supporting public education and press efforts of the Education & Workplace Justice team, including by drafting or editing fact sheets and talking points, attending conferences, and helping to prepare reports by assisting with research, drafting, and copyediting.

## DESIRED SKILLS

- Excellent written and oral communication skills.
- Ability to manage concurrent tasks and assignments and work well independently and collaboratively, as part of a team.
- Strong office organizational skills, including the ability to manage and coordinate meeting logistics.
- Demonstrated commitment to gender and racial equity.
- The ideal candidate would have experience working in a coalition, ability to build relationships with diverse stakeholders, and knowledge of education and/or workplace justice issues as demonstrated through work experience or a course of study.

**Organization:** National Women's Law Center

**Location:** Washington, D.C.

**Hybrid or Remote:** Fully remote or hybrid, in-person team meeting at least once a quarter (the cost of travel will be covered)

**Job Title:** Program Associate, TIME'S UP Legal Defense Fund/Legal Network for Gender Equity

**Supervisor:** Senior Program Manager, TIME'S UP Legal Defense Fund



## ABOUT THE ORGANIZATION

The National Women's Law Center fights for gender justice—in the courts, in public policy, and in our society—working across the issues that are central to the lives of women and girls. We use the law in all its forms to change culture and drive solutions to the gender inequity that shapes our society and to break down the barriers that harm us all—especially women of color, LGBTQIA+ people, and low-income women and families.

We are committed to advancing equality, safety, and dignity at work by closing race and gender pay gaps, promoting fair scheduling practices and leave policies, and by securing protections against sexual harassment and pregnancy discrimination. We also promote safe and inclusive learning environments for all students, especially girls of color, LGBTQ+ students, and pregnant or parenting students who are too often denied access to educational opportunities due to harassment, policing, and biased school discipline policies.

## JOB DESCRIPTION

Launched in the wake of #metoo going viral, the **TIME'S UP Legal Defense Fund** is a national fund – the first of its kind -- dedicated to helping workers, especially workers in low-paid jobs, challenge workplace sex harassment and -retaliation. The Fund provides financial support to defray the costs of legal and media and storytelling assistance for select cases of workplace sexual harassment and retaliation. The Fund also has supported community-based and worker's rights organizations to conduct outreach and education about workplace sex harassment and retaliation.

The **Legal Network for Gender Equity** connects individuals experiencing sex harassment and other sex discrimination at work, in school, or when accessing health care with legal help. The Legal Network also offers educational and supportive resources for survivors and attorney members of this nationwide network.

The TIME'S UP Legal Defense Fund and the Legal Network for Gender Equity are housed at and administered by the National Women's Law Center Fund. The Fund and the Legal Network are both staffed by a dedicated team of NWLC staff.

## RESPONSIBILITIES

- Under the supervision of the Senior Program Manager and after training, reviewing requests for assistance from individuals facing sex discrimination and helping to connect them to attorneys in the Legal Network; the Innovator may also help with responding to e-mails and phone calls from individuals contacting the Legal Network for assistance.
- Under the supervision of the Senior Program Manager and after training, managing the receipt, organization, and processing of bills from attorneys, public relations professionals, and contractors for payment by the TIME'S UP Legal Defense Fund.
- Meaningfully participating in decision-making team meetings about applications for legal funding and for media assistance through the TIME'S UP Legal Defense Fund.

- Supporting training for and engagement of volunteer attorneys in the Legal Network for Gender Equity - this might include writing portions of the Legal Network attorney newsletter, helping to develop and coordinate trainings for attorneys (past training topics have included cyber harassment, trauma-informed advocacy, and representing LGBTQIA+ individuals), and helping with efforts to recruit more attorneys to the Legal Network.
- In partnership with the team's Senior Counsel, participating in special projects or new initiatives to support the missions of the Legal Network and TIME'S UP Legal Defense Fund; Past examples have included developing informational videos about the Legal Network and Fund and rights and remedies for addressing workplace sex harassment, expanding connections and collaborations with community-based organizations that serve farmworker survivors of sex harassment and other sexual violence, and identifying and publicizing supportive resources for survivors seeking help from the Legal Network.
- Participating in regular meetings of NWLC's workplace justice team, including discussions of policy, litigation, and communications advocacy strategies for addressing workplace sex harassment and sex discrimination.

## DESIRED SKILLS

- The work of TIME'S UP Legal Defense Fund routinely requires staff to be exposed to stories about individuals who have been sexually harassed or assaulted. This can be difficult emotionally. The ideal candidate would be someone who has experience providing direct services to individuals in need, and ideally to survivors of sexual harassment, sexual violence, or other trauma. We do provide training for our staff and excellent resources to deal with vicarious trauma.
- The ideal candidate would have strong office skills, including attention to detail, proofreading, and excellent written and oral communication skills, as well as experience managing spreadsheets and/or financial information.

**Organization:** United Way of New York City

**Location:** New York, NY

**Hybrid or Remote:** Hybrid\*

**Job Title:** Weil Legal Innovator Policy Associate

**Supervisor:** Vice President, Advocacy and Government Relations



\*Expected to join as part of the advocacy team's arrangements for in office work, which is currently 6 days a month in the office (Tues-Thurs every other week). Otherwise will be remote with the expectation of joining some additional in person activities or events as needed.

## ABOUT THE ORGANIZATION

United Way of New York City (UWNYC) is a nonprofit mobilizing communities to break down barriers and build opportunities that improve the lives of low-income New Yorkers for the benefit of all. Part of the United Way Worldwide system, one of the world's most recognized charitable brands, we envision caring communities in which all individuals and families have access to quality education and the opportunity to lead healthy and financially secure lives. We strive to model our values in all our relationships, both internal and external: Collaboration, Compassion, Integrity, Accountability, and Superior Performance.

## JOB DESCRIPTION

The Advocacy & Government Relations team at UWNYC works to advance the organization's mission through policy and systems change efforts, building on insights from UWNYC programmatic activities in education, food, small business, health, and criminal justice by advancing a public policy agenda aimed at closing opportunity gaps and enabling economic mobility. This is done through a focus on structural change conditions, including influencing policies, practices, and resources flows.

The Weil Legal Innovator will work closely with the Vice President of Advocacy and the rest of the advocacy and government relations team, as well as collaborate with UWNYC's program leaders to integrate and elevate advocacy opportunities across UWNYC's programmatic areas. The Weil Legal Innovator will also support in the development of advocacy agendas, department action plans, research reports, policy briefs, and draft testimony. The position will also support planning policy convenings and participate in coalitions to provide opportunities for the UWNYC network to engage with policy issues.

## PUBLIC POLICY

- Conduct analysis of key policy issues and legislation, objectively weighing the substantive policy impact on the communities UWNYC serves, with a particular focus on UWNYC's issue areas of education and food, and may include small business, health, and criminal justice.
- Monitor local, State and Federal legislation and policy issues, and its impact on UWNYC priorities.
- Read and analyze legislative and policy proposals to determine their impact on communities we serve.
- Support the advocacy team in implementing UWNYC's public policy agenda.
- Research government elected and non-elected officials.

## COMMUNICATION AND REPORTING

- Work closely with the advocacy team to support communication strategies, internally and externally.
- Support drafting policy reports, blog posts, presentations and outreach materials related to UWNYC's policy and systems changes efforts.
- Support with the team's data collection and analysis to track and report on advocacy activities.
- Support reporting and grant writing for advocacy grants.
- Organize conference calls and meetings relevant to advocacy activities.

## CROSS-FUNCTIONAL COORDINATION

- Work cross-functionally across UWNYC to engage the programmatic content experts in advocacy efforts and work with staff to design and implement events.
- Assist UWNYC staff with questions regarding current public policy issues and how they impact UWNYC's stakeholders e.g., share short policy reports to help staff understand policy issues.

## KEY COMPETENCIES

- Policy Research
- Data Management
- Partnership Development
- Coalition Building
- Communication

## **SKILLS, KNOWLEDGE, AND EXPERIENCE**

- Position requires a bachelor's degree in political science, public policy or other related field.
- Writing, research and applied subject matter expertise in one or more of the following: birth – 12 improved education outcomes, economic stability and mobility, education, health, hunger, and criminal justice, and similar expertise in US-based public policy.
- Understanding of public policy framework at the New York City level, as well as legislative and community decision-making processes.
- Excellent coalition building and interpersonal communication, networking, and social skills.
- Demonstrated ability to work within a community setting with diverse stakeholders, including community groups, elected and non-elected policy makers, and volunteers is preferred.
- Experience organizing or working with cross sector partners (government, nonprofit and business) to engage networks in advocacy and community impact is preferred.
- Excellent verbal and written communication skills.
- Excellent project management and Microsoft Office Suite skills.

**Organization:** United Way of New York City

**Location:** New York, NY

**Hybrid or Remote:** Hybrid\*

**Job Title:** Weil Legal Innovator Communications Associate

**Supervisor:** Director of Communications



\*In office three days per week, every other week. May require additional in office days as needed for events, press conferences, etc.

## ABOUT THE ORGANIZATION

United Way of New York City (UWNYC) is a nonprofit mobilizing communities to break down barriers and build opportunities that improve the lives of low-income New Yorkers for the benefit of all. Part of the United Way Worldwide system, one of the world's most recognized charitable brands, we envision caring communities in which all individuals and families have access to quality education and the opportunity to lead healthy and financially secure lives. We strive to model our values in all our relationships, both internal and external: Collaboration, Compassion, Integrity, Accountability, and Superior Performance.

## JOB DESCRIPTION

The Weil Legal Innovators Communications Associate would support our Director of Communications. The role will involve a wide range of strategic projects, including writing and editing firm wide communications; working with executives on speeches, videos, and other media; and improving knowledge sharing and connectivity across the organization.

## RESPONSIBILITIES

- Assist with research and exploring how (UWNYC can better position ourselves as a leader in the non-profit landscape.
- Work with Marcom (Marketing & Communications) and CI (Community Impact) on how our communications can better amplify our CI units exploring the link of mission and community-based programs, activities, partners, and stakeholders.
- Help shape and implement our internal communications strategy, ensuring alignment and consistency across Field Engineering and the organization.
- Support the Director of Communications and the Chief Development Officer in building UWNYC's thought leadership agenda.
- Write press releases and talking points for members of the senior leadership team.
- Field press requests.
- Support the Marcom teams' data collection and analysis on UWNYC communications.
- Add to the growth of UWNYC's thought leadership strategy.

## DESIRED SKILLS

- Excellent writer—can write clearly and turn complex info into simple value propositions.
- Experienced communicator—can confidently and eloquently inform the business value of our communication and marketing strategies.
- Ability to work in a team environment with a variety of departments.
- Combines a deep level of marketing and communications experience with technology and a passion for making New York City a place that every resident can thrive.
- Excellent strategic and analytical thinking, problem solver, project manager, with strong presentation skills.
- Disciplined, great attention to detail and follow through.

**Organization:** Upsolve  
**Location:** Cambridge, MA  
**Hybrid or Remote:** Option of fully remote or hybrid  
**Job Title:** AI Legal Research Fellow  
**Supervisor:** Co-CEOs and Co-Founders



## ABOUT THE ORGANIZATION

Upsolve is a tech-driven nonprofit that combats intergenerational poverty by helping low-income Americans overcome debt and rebuild credit at scale. Founded in 2016 in Harvard Law School's Access to Justice, Upsolve has become the nation's most visited nonprofit financial education site. Upsolve.org educates approximately 2.9 million people a year with over 2,000 articles on an array of debt and credit topics and our free bankruptcy filing tool has been used by 15,000 families to relieve \$650 million in debt. In 2020, TIME named Upsolve one of the Top 100 Inventions of the Year. In 2019, Fast Company named Upsolve World Changing Idea of the Year in Social Justice and in 2018, the New York Times gave Upsolve the Good Tech Award.

Upsolve is expanding with Upsolve Assist, an AI-powered Financial Assistant for low-income Americans. Upsolve Assist helps users understand their best path out of debt and poor credit and, wherever possible, takes action for the user. Upsolve's funders include the Bill & Melinda Gates Foundation, Robin Hood Foundation, and Legal Services Corporation.

## JOB DESCRIPTION

The Upsolve AI Legal Research Fellowship is designed for individuals passionate about the intersection of artificial intelligence (AI), law, and financial technology. This fellowship will focus on conducting AI-related legal research to support the development of Upsolve Assist, an AI-powered legal and financial assistant that helps low-income Americans navigate debt and credit challenges.

Through this fellowship, you will explore legal frameworks and challenges around debt law and consumer protection while collaborating with our engineering and product teams to integrate these insights into our AI tools. This role will play a pivotal part in ensuring that Upsolve Assist is both legally compliant and effective in assisting users with their financial needs.

Your research and feedback will also help bolster our strategic plan writing for foundations, which will enable us to grow our team and ultimately expand our ability to help more people.

This position offers a distinctive opportunity to merge direct legal and financial services with technology-driven solutions, making a substantial and scalable impact on the lives of low-income Americans. It's an excellent fit for those who are passionate about law, social justice, and tech-driven approaches.

## RESPONSIBILITIES

- Conduct legal research focused on debt law, credit rebuilding, and regulatory compliance, with an emphasis on AI applications.
- Work closely with the leadership, engineering, and design teams to ensure AI tools are legally accurate and meet regulatory standards.
- Provide legal insights into the development of our AI-powered financial assistant, focusing on how AI can best support users in managing their debt.
- Participate in discussions around policy and legal trends affecting Upsolve's mission.
- Collaborate on innovative legal strategies that leverage AI to improve access to justice for low-income individuals.
- Contribute to discussions on ethical AI, regulatory trends, and legal risk mitigation in the development of AI-driven products.

## DESIRED SKILLS

- Understanding of racial inequality in the United States.
- A track record of helping low-income communities or a personal connection to our work.
- Strong research skills.
- Ability to write concisely.
- Top-tier empathy and organizational skills.

**Organization:** World Wildlife Fund  
**Location:** Washington, D.C.  
**Hybrid or Remote:** Hybrid (in-office at least two days a week)  
**Job Title:** Impact Investing Policy Associate  
**Supervisor:** VP, Impact Investing



## ABOUT THE ORGANIZATION

World Wildlife Fund (WWF)'s mission is to conserve nature and reduce the most pressing threats to the diversity of life on Earth. Recognizing that the problems facing our planet are increasingly more complex and urgent, WWF focuses its work on six ambitious goals. Through this integrative approach, we can challenge the planet's greatest threats and ensure a healthy future for people and nature.

- Create a climate-resilient and zero-carbon world
- Rebuild food systems to nourish people and nature
- Conserve the world's most important forests
- Protect freshwater resources and landscapes
- Achieve healthy oceans and nature-positive seascapes
- Conserve wildlife and wild places

## JOB DESCRIPTION

The Impact Investing Policy Associate will play a critical role in honing and advancing WWF's impact investing strategy by researching and developing opportunities for WWF Impact to leverage local, regional, and international policy tailwinds. This work will enable WWF Impact to accelerate and scale its investments and achieve WWF's charitable mission.

WWF Impact's WLI Fellow will play a crucial role in evaluating policy and market conditions within food systems. This position will help accelerate our impact investing initiatives, contributing to WWF's mission of creating a better future for people and nature. The fellow will focus on key sectors such as aquaculture, food circularity, and regenerative agriculture, all while working closely with internal teams and external stakeholders to drive significant environmental outcomes.

## RESPONSIBILITIES

- Conduct comprehensive market and policy landscape scans in the food systems sector across Northern Europe and the Americas.
- Research and develop case studies on best practices in impact investing across targeted regions.
- Analyze existing incentive programs and identify market gaps that can be leveraged for impact.
- Collaborate with WWF's US and global offices to align strategies and initiatives.
- Engage with WWF Impact's current portfolio companies and support pipeline development.
- Participate in discussions and knowledge-sharing sessions with experts from WWF's extensive network.
- Contribute to reports and presentations that communicate findings and recommendations.

## DESIRED SKILLS

- Strong analytical skills with a focus on market and policy research.
- Familiarity with impact investing, startups, and sustainability concepts, particularly in food systems.
- Excellent communication and collaboration abilities, capable of engaging with diverse stakeholders.
- Experience in case study development and report writing.
- A background in environmental science, economics, agriculture, public policy, or a related field.
- Passion for conservation and sustainable development, with a drive to create measurable impact.
- Ability to work independently and manage multiple projects simultaneously.
- Proficiency in Spanish is preferred, as the fellow will have an opportunity to work with stakeholders in and potentially travel to Latin America and the Caribbean.

**Organization:** World Wildlife Fund  
**Location:** Washington, D.C.  
**Hybrid or Remote:** Hybrid (in-office two days a week)  
**Job Title:** Program Associate, WWF Tribal Team  
**Supervisor:** Vice President, Native Nations Conservation & Food Systems



## ABOUT THE ORGANIZATION

World Wildlife Fund (WWF)'s mission is to conserve nature and reduce the most pressing threats to the diversity of life on Earth. Recognizing that the problems facing our planet are increasingly more complex and urgent, WWF focuses its work on six ambitious goals. Through this integrative approach, we can challenge the planet's greatest threats and ensure a healthy future for people and nature.

- Create a climate-resilient and zero-carbon world
- Rebuild food systems to nourish people and nature
- Conserve the world's most important forests
- Protect freshwater resources and landscapes
- Achieve healthy oceans and nature-positive seascapes
- Conserve wildlife and wild places

## JOB DESCRIPTION

The Program Associate will work with WWF's Native Nations team, an interdisciplinary team focused on WWF's work on conservation and food sovereignty with Tribal governments, Native communities and producers, and indigenous plants and animals.

The Native Nations team works closely with the Wildlife, Food, Ocean, and Policy & Government Affairs Teams. The Program Associate will report directly to the Vice President, Native Nations Conservation and Food Systems.

The position will assist the Native Nations Team with a variety of subjects ranging from policy research to engagement with US based Native American Tribes and Tribal communities. The Program Associate will build a body of work around relationships with Tribal Nations, Great Plains Tribal buffalo herds, conservation of American grasslands, subsistence, and indigenous food sovereignty.

## RESPONSIBILITIES

- Assist in managing the Tribal Buffalo Lifeways Collaboration, a partnership between WWF, The Nature Conservancy, the Intertribal Buffalo Council, and Native Americans in Philanthropy in public-private partnership with the US Department of Agriculture and US Department of Interior to support and promote Tribal buffalo herds.
- Explore the intersection of federal food policies, such as the school lunch programs, and the accessibility of indigenous foods to those programs.
- Explore the intersection of conservation tools, such as conservation land easements, and how they may or may not be implemented on Indian reservations/Tribal trust lands.
- Explore expansion of WWF's successful Sustainable Ranching Initiative (SRI) to incorporate more Tribal ranchers by tailoring content to the unique aspects of Tribal land and ranching.

## DESIRED SKILLS

- Excellent research and writing skills.
- Highly collaborative and flexible.
- Preference, but not a requirement, for candidates with background in rural communities, ranching, buffalo, Native American Tribal Nations, Indian Reservations, Native Alaskan villages, indigenous foods, food systems, and/or Federal Indian law and policy.



The background features a faded, grayscale image of classical architectural columns and capitals. A solid green horizontal bar is positioned in the upper right corner, containing the word "Weil" in white, bold, sans-serif font.

**Weil**