LEGAL SERVICES of NORTHERN CALIFORNIA

JOB ANNOUNCEMENT
(Please Post)

Director of Income Security
Executive Office (Sacramento) or any LSNC Field Office
Full-Time/Permanent

To Apply: Send cover letter describing interest in the position, résumé, and three professional references (including name, title, telephone number and email) to:

Julie Aguilar Rogado, Executive Director
Legal Services of Northern California
517 12th Street
Sacramento, CA 95814
jaguilar@lsnc.net
If sending your application via email, please attach materials as a single PDF.

Priority Application Deadline: November 20, 2026

Preferred Start Date: December 16, 2026

Preferred Office Location: Sacramento

Organization Description
Founded in 1956, Legal Services of Northern California (LSNC) provides high quality civil legal services to low income individuals, older adults, and persons with disabilities in 23 northern California counties. LSNC has eight field offices and several special projects, some with expanded geographic service areas. The mission of LSNC is "to provide quality legal services that empower the poor to identify and defeat the causes and effects of poverty within their communities."

About the Opportunity
LSNC is anchored to its anti-poverty mission and seeks an attorney who is eager to use their substantive legal knowledge and experience to support program advocates and help advance LSNC's mission and priorities in an array of programs and practice areas that bolster the income security and stability of LSNC client communities. LSNC's directing attorneys (formerly known as "regional counsel") are experts in particular substantive areas of law who direct and provide support in litigation and major advocacy efforts in their designated areas to all field offices and special projects. LSNC generally has directing attorney positions in the areas of housing, income security, health, disaster & elder law, and civil rights. LSNC values diverse perspectives and experiences, and we welcome all qualified applicants to apply.

LSNC seeks a directing attorney to join the executive leadership team and lead and support the program's income security work. Under the supervision of the Executive Director and in coordination with the Director of Advocacy and Litigation, the Director of Income Security will engage in, support and coordinate litigation, advocacy, and training efforts across all LSNC offices and programs. The directing attorney will train, supervise and work with staff members on major litigation and advocacy projects, including serving as co-counsel on cases and projects, and will engage with the broader legal community on issues pertaining to income security, including but not limited to rights related to SSI and other Social Security programs, CalWORKS, CalFresh, unemployment insurance, General Assistance/Relief, In Home Supportive Services, employment law, consumer law, and other disability, aging or public benefits programs.

Responsibilities

- With the direction and approval of the Executive Director, and in coordination with the Director of Advocacy and Litigation, and Managing Attorneys, plan and direct overall litigation and advocacy efforts of the program in areas of law pertaining to income security and public benefits.
- Consult with, mentor, and support staff on litigation and advocacy, including serving as co-counsel on major cases and advocacy projects.
- Respond to advocacy-related questions from LSNC advocates and engagement with state and national advocates, including through agency and advocate workgroups.
- Assess and assist in program-wide training needs, develop and coordinate training materials and support the creation and maintenance of training and reference materials.
- Plan and coordinate task force training events on issues related to income security and benefits law topics that are relevant to LSNC client communities, program priorities, and case trends.
- Monitor and review legal developments and inform advocacy staff, including moderating relevant questions, updates and discussions related to income security matters on LSNC internal email discussion groups.
- Ensure creation and maintenance of electronic and hard copy legal reference materials, hearing decision archives, brief banks, and training and outreach materials on LSNC's internal network and public-facing website.
- Participate in executive staff meetings, manager meetings and applicable office case reviews and litigation and advocacy meetings.
- As needed, assist the Executive Director, Executive leadership team, and Managing Attorneys with managerial and administrative responsibilities including, but not limited to, client complaint investigation and resolution, preparation of grant proposals and reports, including overseeing and managing applicable grant deliverables, temporary supervision of offices and staff, and assistance with the hiring process, including recrecruitment, training and supervision of law students, legal graduates and staff attorneys.
- In collaboration with the pro bono manager, monitor and direct pro bono advocacy efforts program wide in areas related to income security and public benefits.
- With other LSNC managers, periodically review advocates' caseloads as to quality, quantity, priorities and LSC regulations. Assure compliance with the case management and litigation manual and standards of practice.
- Frequent travel within LSNC's service area for visits to field offices, including advocacy or litigation-related obligations and court appearances. Occasional travel outside LSNC's service area to training events and conferences.
- Perform additional duties as assigned, consistent with qualifications.

Qualifications

- Knowledge of poverty law and the operations of a legal services program, and a strong understanding of and experience with many of the following practice areas: Social Security programs, CalWORKS, CalFresh, unemployment insurance, General Assistance/Relief, In Home Supportive Services, employment law, consumer law, and other public benefits programs.
- Commitment to social justice and advancing equity in the workplace and in communities we serve.
- Excellent oral and written advocacy skills, trial advocacy skills, decision-making, teaching, public relations, and conflict resolution skills.
- Experience and ability to effectively work calmly under pressure, multitask, and prioritize multiple deadlines.
- Excellent judgment and discretion, along with interpersonal, management, and organizational skills that earn respect both internally and with external partners.
- High emotional intelligence and cultural competency, which includes being cognizant of bias, compassionate, receptive to input from others, and open to ongoing learning and growth.
- Ability to work occasionally on evenings and weekends. Reliable transportation and the ability to travel to LSNC offices, meetings, conferences and other locations to support the program and advance LSNC's income security advocacy efforts.

Education/Experience: J.D. and California Bar membership. Demonstrated commitment to LSNC's mission and significant legal practice experience for low income and under-represented groups including knowledge of income security programs that support low-income individuals. Five (5) years experience in state and federal trial and appellate courts and demonstrated leadership and experience in relevant income security programs and laws applicable to LSNC client communities.

Salary: $10,500 (Step 1) to $14,837 (Step 15) per month DOE
See LSNC's Policy on Salary Scales and Scale Placement at www.lsnc.net/jobs

Benefits: LSNC offers a variety of benefits including employer paid health coverage for the employee, a 401(k) plan with an escalating employer match and assistance with law school loan repayment.

LSNC provides a bilingual bonus for employees who speak a second language, other than English, commonly spoken by clients when the second language is used on the job for which the person is employed.

LSNC IS AN EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER THAT VALUES THE DIVERSITY OF ITS STAFF AND SEEKS TO FOSTER A CULTURE OF INCLUSIVITY AND BELONGING. LSNC ENCOURAGES WOMEN, NON-BINARY AND TRANSGENDER PEOPLE, PEOPLE OF COLOR, PEOPLE WITH DISABILITIES, OLDER PEOPLE, AND LESBIAN, GAY, BISEXUAL, PANSEXUAL AND QUEER PEOPLE TO APPLY.