

JOB VACANCY NOTICE

CIVIL SERVICE TITLE: EXECUTIVE AGENCY COUNSEL	LEVEL: M1
TITLE CODE NO: 95005	SALARY: \$95,000 (PER ANNUM)
OFFICE TITLE: SUPERVISING AGENCY ATTORNEY - EMPLOYMENT	WORK LOCATION: VARIOUS
DIVISION/WORK UNIT: LAW ENFORCEMENT BUREAU	
HOURS/SHIFT: DAY, 9-5; ON OCCASION, CANDIDATES WILL BE REQUIRED TO WORK EVENINGS AND/OR ON WEEKENDS TO SUPPORT THE DUTIES OF THE POSITION.	

Job Description

The Commission on Human Rights (the Commission) is the agency charged with enforcing the New York City Human Rights Law (NYCHRL) – one of the most expansive civil rights laws in the nation. Through its Law Enforcement Bureau (LEB), the Commission accepts claims filed by the public, and has the power to initiate its own investigations to affirmatively root out discrimination, harassment, retaliation and other violations of the NYCHRL.

The Commission’s Community Relations Bureau (CRB) is empowered to take action against prejudice, intolerance, bigotry, discrimination and bias-related violence or harassment through education, trainings, outreach efforts, and other mechanisms aimed at creating partnerships and relationships with stakeholders in the community. Both bureaus collaborate closely to work towards the shared goal of fostering mutual understanding and respect among all New Yorkers and encouraging equality of treatment throughout the City.

Supervising Attorneys help manage the process by which the LEB enforces the New York City Human Rights Law through the investigation and prosecution of complaints of violations filed by members of the public. Supervising Attorneys oversee the work of the attorneys and other staff investigating public complaints and representing the Commission in mediations, settlements and litigation of cases at the Office of Administrative Trial and Hearings. Supervising Attorneys also work with the Deputy Commissioner and Assistant Commissioners for Law Enforcement to identify and develop affirmative litigation and Commission-initiated investigations.

Responsibilities include:

- Supervising LEB attorneys and other staff in employment discrimination cases.
- Supervising staff attorneys in conducting interviews with members of the public alleging claims of discrimination in employment under the NYCHRL and investigating those claims.
- Supervising LEB attorneys and other staff in the investigation of complaints of violations of the NYCHRL.
- Supervising LEB attorneys in negotiating resolutions of claims of employment discrimination and drafting conciliation agreements.

- Supervising LEB attorneys in the litigation of employment discrimination cases before the Office of Administrative Trials and Hearings from discovery and trial through and including issuance of an Administrative Law Judge recommendation and issuance of Commission order.
- Maintaining personal caseload of employment cases under investigation and prosecution.
- Working with attorneys and other staff to ensure that information provided in the public complaint process is used to identify systemic discrimination and repeat violations that may warrant Commission-initiated investigations.
- Monitoring compliance with LEB policy and procedures including those relating to recordkeeping and to filing.
- Working with the Commission's General Counsel and Deputy Commissioners on statistics and reports related to the agency's reporting requirements as well as guidance on compliance with the NYCHRL.
- Collaborating with the Commission's Community Relations Bureau to provide trainings and targeted community outreach programs and to engage in coordinated approaches to rooting out systemic discrimination.
- Representing the Commission at community events, speaking engagements, and at bar associations.
- Advising the Commissioner on proposed legislation and other policy matters.
- Other responsibilities assigned by the Commissioner to help effectively and efficiently run the LEB.

Qualification Requirements

Admission to the New York State Bar; and five years of recent full-time responsible, relevant, satisfactory legal experience subsequent to admission to any bar, eighteen months of which must have been in the supervision of other attorneys, in an administrative, managerial or executive capacity, or performing highly complex and significant legal work.

Incumbents must remain Members of the New York State Bar in good standing for the duration of this employment.

Preferred Skills

- At least five years of litigation experience in anti-discrimination law, employment law, housing law, or other civil rights-related areas.
- Experience conducting discovery, reviewing documents and taking deposition or trial testimony.
- Strong relationships with organizations and groups serving diverse communities in the City and five years' experience working with some of the following people and communities: low-income tenants, recipients of public assistance, immigrants; people of color; people with limited English proficiency; people living with HIV/AIDS; lesbian, gay, bisexual and/or transgender people; people with disabilities; people with accommodations issues related to pregnancy, disability or religion; and people with criminal or arrest histories.

- Demonstrated commitment to public service and strong work ethic.
- Exceptional organization skills and attention to detail.
- Strong oral and communication skills.
- Strong people skills and leadership skills.
- Experience working as part of a team and ability to work collaboratively.
- Ability to engage with diverse members of the public in a culturally competent manner.
- Familiarity with the NYCHRL.
- Fluency in a language other than English, preferably one common in New York City.

To Apply

For City employees: Go to Employee Self-Service (ESS) - www.nyc.gov/ess and search for **Job ID# 415862**

For all other applicants: Go to www.nyc.gov/careers and search for **Job ID# 415862**

Submission of a resume is not a guarantee that you will receive an interview. Only those candidates under consideration will be contacted.

New York City Residency is Required Within 90 Days of Appointment.

**THE NYC COMMISSION ON HUMAN RIGHTS IS AN
EQUAL OPPORTUNITY EMPLOYER**

POST DATE: 10/08/19

POST UNTIL: UNTIL FILLED