



Job Posting *Voting Rights Staff Attorney*

The ACLU of Arizona works to advance equity and dismantle systemic injustice through legal action, policy advocacy, and mobilizing our communities to protect the civil rights, liberties, and dignity of all Arizonans.

POSITION OVERVIEW:

The Voting Rights Attorney is responsible for identifying and investigating issues impacting the right to vote, elections administration, and other threats to democratic norms and institutions in Arizona. The attorney will investigate and litigate cases in both federal and state courts. They will also support our state legislative efforts and local campaigns to advance democracy. The attorney will work in collaboration with national ACLU, local coalition partners, conduct community outreach, and represent the ACLU of Arizona publicly, speaking to the media and others.

The attorney will work closely with ACLU of Arizona organizers, communications, legal, and policy staff on cases, advocacy projects, and campaigns in support of ACLU of Arizona's "integrated advocacy" model that unites legal, policy, organizing, and communications for maximum impact.

The attorney will not be responsible for supervising paid staff but may supervise interns and other volunteers as assigned. The position is full-time and based in Arizona.

Location: Phoenix, Arizona

Starting Salary Range: \$88,900- \$91,500, commensurate with experience. This is a union position represented by NOLSW/UAW Local 2320. Compensation is determined by the collective bargaining agreement and follows a structured scale with regular step increases based on years of relevant experience.

Deadline to Apply: Applications will be reviewed on a rolling basis. Priority deadline for applications is April 13, 2026.

Supervision: The Voting Rights Staff Attorney is part of the Legal Department. This position reports to the Legal Director

Classification: Full-time, exempt. This is a grant funded position for an 18-month term.

POSITION RESPONSIBILITIES:

Job responsibilities include but are not limited to:

- Investigate, research, and analyze legal and policy issues impacting voting rights and democracy in Arizona. Draft legal memoranda, policy positions, and other summaries of investigations and research.
- Develop legal strategies and litigate cases in state or federal courts often with multiple co-counsel. This includes all aspects of litigation, fact and legal research, client and witness interviews, drafting demand letters, pleadings, motions and briefs, conducting discovery, motion and trial practice, appeals, and negotiating settlements.
- Provide legal research and analysis on legislative proposals, occasionally testify on voting rights and democracy issues in front of state and local bodies.
- Collaborate closely with colleagues across the organization to support democracy-related ACLU of Arizona campaigns.

- Engage in public speaking, media interviews, outreach and "know your rights" presentations, as well as writing op-eds, newsletter articles, and reports as needed or assigned.
- Provide technical support to community stakeholders and partners.
- Participate in intra-organizational work, including strategic planning, internal meetings, and collaboration with other ACLU affiliates and the National ACLU.
- **Equity, diversity, inclusion and belonging:** Be an active contributor to the organization and legal department's efforts to think creatively, ambitiously, and openly about how our legal program and litigation can better integrate equity, diversity, inclusion and belonging into our day-to-day operations as well as our goals, plans and work with volunteers, leaders and partners.

QUALIFICATIONS:

This job description provides a general but not comprehensive list of the essential responsibilities and qualifications required. While no candidate will possess every quality, the successful candidate will possess many of the following qualifications and attributes. Even if you aren't sure but are excited about the position, we encourage you to apply.

- Demonstrated commitment to civil rights and liberties and ACLU of Arizona's mission.
- 3-5 years of legal experience with preference for applicants who have worked in the voting rights area and have civil litigation experience.
- J.D. from an ABA accredited law school and membership in the Arizona Bar or eligibility for admission on motion.
- Excellent research, writing, analytic and presentation skills.
- Experience investigating, researching, and developing issues for legal advocacy and/or litigation.
- Demonstrated ability to analyze legislation, develop policy positions, and propose reforms and solutions.
- Experience analyzing complex issues and concisely communicating them to a variety of audiences.
- Ability and willingness to work in highly collaborative teams and help guide complex projects.
- Strong commitment to working collaboratively and effectively with colleagues to achieve shared goals.
- Ability to cultivate relationships with ideologically diverse stakeholders.
- Highly organized in a fast-paced environment, to manage several projects simultaneously, and to adjust to frequently changing demands.

Cultural Responsibility: Demonstrated awareness of one's own cultural identity, views about differences, and the ability to learn and build on varying cultural and community norms. A complex understanding of racial justice and the urgency of confronting institutional racism and inequity. Commitment to equity and inclusion as an organizational practice and culture. Proven track record of working across lines of race, immigration status, ethnicity, language, class, gender, and other identities and experiences including record of arrest or conviction.

Working Conditions: The ACLU of Arizona offices are open between the hours of 9 a.m. and 5 p.m. The physical demands and work environment described below represent those required and encountered by an employee to perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

- Inputting information into a computer for extended periods of time.
- Periodically working extended hours, including some evenings, weekends, and holidays.

- Regular travel locally and in-state, and some out-of-state travel as needed.

Why work for the ACLU of Arizona?

Time off: Staff get 15 vacation days their first three years; 20 days after four years. We observe 16 holidays, and all staff have 1 personal day off each month, a modified summer schedule with alternating Fridays off, and an extended winter break.

Benefits package: We cover 100% of health, vision, and dental insurance for employees and 50% for dependents. We provide life and disability insurance, as well as reimbursement for some out-of-pocket healthcare related expenses. Staff are reimbursed for cell phones and home internet.

401k Plan: We want you to be prepared for retirement! We match 100% of the first 1% of your salary deferred to your 401k, plus 50% of the next 5% of your salary contribution. And then, we contribute an additional 2% of your salary contribution each pay period.

Commitment to our staff: We invest in staff growth, professional development opportunities, and are committed to providing regular feedback and opportunities for advancement.

Crystal clear focus: Our team focuses on some of the most important and urgent issues of our times – from abortion rights, voting rights and democracy, LGBTQ+ rights, criminal legal reform, immigrants’ rights, border justice, and racial justice.

Our team is amazing: You will be working with incredibly dedicated, smart, and caring people who know how to have fun while getting a lot done in a low-ego environment. In addition to your Arizona colleagues, you will become part of a national network of ACLU staff in all 50 states plus D.C. and Puerto Rico!

How to Apply

Email your resume, cover letter, a writing sample (of no more than 10 pages), and three professional references to jobs@acluaz.org with “Voting Rights Staff Attorney” in the subject line. In your cover letter, please tell us how you learned about the job, how your qualifications make you the right person for this job, and about your interest and experience with civil rights, civil liberties, and social justice. All attachments should be in Word or PDF format.

No phone calls or walk-ins, please.

The ACLU of Arizona undertakes inclusive strategies in its recruitment and employment efforts to assure that persons with disabilities have full opportunities for employment in all positions. We encourage applicants with disabilities who may need accommodation in the application process to contact jobs@acluaz.org.

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The ACLU of Arizona is an equal opportunity employer. We value a diverse workforce and an inclusive culture. We encourage applications from all qualified individuals without regard to race, color, religion, gender, sexual orientation, gender identity or expression, age, national origin, marital status, citizenship, disability, veteran status and record of arrest or conviction.