



Position Specification

Public Counsel

President and Chief Executive Officer

Our Client

Public Counsel is a nonprofit public interest law firm dedicated to advancing civil rights and racial and economic justice, as well as to amplifying the power of our clients through comprehensive legal advocacy. Founded on and strengthened by a pro bono legal service model, our staff and volunteers seek justice through direct legal services, promote healthy and resilient communities through education and outreach, and support community-led efforts to transform unjust systems through litigation and policy advocacy in and beyond Los Angeles.

Public Counsel operates eight legal projects: Children's Rights, Community Development, Consumer Rights & Economic Justice, Homelessness Prevention, Immigrants' Rights, Veterans' Rights, the Audrey Irmis Project for Women & Girls' Rights, and our impact litigation project, Opportunity Under Law.

Public Counsel envisions an equitable society where all people thrive, with systems and laws delivering the promise of justice to all. Founded in 1970, its diverse team of attorneys, paralegals, social workers, and organizers work in collaboration with thousands of pro bono attorneys and law student volunteers to deliver holistic legal services to low-income communities and advocate for systems change.

Public Counsel has a full-time staff of over 150. It is committed to building a diverse staff and encourage applications from people of color, people with disabilities, and people of all gender identities, gender expressions, and sexualities.

The Role

The President and Chief Executive Officer (CEO) is the principal champion of Public Counsel's mission, responsible for growing and guiding a dynamic organization serving marginalized communities and advancing racial and social justice in Los Angeles and beyond. This next leader will align legal advocacy with durable grassroots movements to build power, change unjust laws, and achieve lasting results. The CEO will have the expertise and skill to elevate an organization focused on both impact litigation and direct legal services, amidst a rapidly evolving legal, social, and political landscape.

This individual will lead the critical work of Public Counsel going forward, including:

- Galvanizing a diverse and multi-faceted law firm while ensuring that its key strategic, programmatic, legal, and fiscal priorities remain the primary focus of management and staff.
- Meeting the challenges and opportunities facing disadvantaged individuals and underserved communities in the legal system, while tackling issues of access to justice, racial equity, and social well-being.
- Engaging the organization's existing donors and vigorously pursuing new sources of revenue through fundraising and community engagement.
- Providing accessible legal services for the people the organization is meant to serve, both within the Los Angeles community and nationally.
- Evaluating the priorities and projects of Public Counsel to drive the organization's vision and mission forward in line with its 2023-2028 strategic plan.
- Partnering and proactively communicating with the Executive Committee and the full Board of Directors regarding key matters pertaining to the organization.

Specific duties of the President and Chief Executive Officer include:

Fundraising and Brand Enhancement

- Take proactive measures to identify and cultivate new sources of funding.
- Align Public Counsel's mission with impact, inspiring existing and new donors by demonstrating how their contributions drive goals and address concerns.
- Leverage the internal development team to establish and maintain personal relationships with key donors in order to encourage ongoing and increased support; continue building a constituency that extends beyond the current donor base, including foundation, corporate, and individual donors (particularly major donors); explore and establish strategic partnerships to support development.

- Enhance the public profile and brand of Public Counsel through public appearances, personal communications, and community engagement.
- Serve as a spokesperson to the organization's stakeholders, the media, the public, government officials, and civic groups.
- Maintain and enhance collaborative efforts with partner organizations and legal services providers.

Management & Inclusive Leadership

- Be a purposeful and effective advocate for Public Counsel and its mission at all times.
- Demonstrate a high degree of integrity and forethought when making decisions and act in a transparent and consistent manner while always prioritizing what is best for the organization.
- Ensure the financial stability and integrity of Public Counsel through responsible budgeting, planning, fundraising, and stewardship.
- Work with the Executive Committee and Board to evaluate its structure and processes, and ensure the organization embodies its commitment to diversity, equity, inclusion, and accessibility.

Vision & Impact

- Oversee legal and programmatic strategies in collaboration with the Board and staff to ensure that Public Counsel is fulfilling its mission; proactively craft and implement strategies that work toward its vision of an equitable society where all people thrive, delivering the promise of justice to all.
- Center the organization's mission and vision in all internal and external engagements.
- Exercise an entrepreneurial and creative approach to developing new, innovative ideas that will stretch the organization and push the boundaries within the industry.
- Create a strategic leadership vision, prioritize efforts, and build, organize, and manage Public Counsel to realize that vision.

Candidate Profile

In terms of the performance and personal competencies required for the position, we would highlight the following:

- **Passion for Public Counsel's Mission and Vision:** Ability to motivate others through a passion for the work of Public Counsel. Belief in the importance of providing legal services to individuals and groups as they navigate the legal system, and in Public Counsel's commitment to advancing social justice and well-being through policy advocacy and impact litigation.
- **Strong Legal Leadership:** A JD and demonstrated leadership experience at a nonprofit, social justice, or litigation-focused organization; an academic entity such as a college, university, research institute, or law school; a law firm or corporate law department; or other related entity.
- **Strategic Advocacy:** Ability to contribute to the formulation of key legal priorities, along with a strong conceptual and strategic analytical capacity. Possess the skills to provide excellent legal advice and effectively identify alternatives or options in planning and decision-making.
- **Effective People Leadership:** Ability to lead and inspire a diverse and unionized workforce. Ability to attract and recruit top talent, motivate and celebrate the team, delegate effectively, and evaluate performance. Widely viewed as a strong developer of others.
- **Community Advocacy and Client Service:** Creates a sense of meaning for the team and engages others with the greater purpose of the organization as a whole. Effective presence and gravitas, with lived and professional experience to tell Public Counsel's story authentically to key stakeholders and the public. Accountable to clients, centering on their needs, goals, and personal expertise in providing trauma-informed legal representation and services.
- **Stakeholder Partnership:** Background of building working relationships with key stakeholders and communicating to various audiences, including a Board of Directors, clients, community partners, and donors.
- **Emotional intelligence and Cultural Competency:** Curious, self-aware, cognizant of bias, empathetic, patient, willing to listen, humble, and having a growth and open mindset.

- **Financial Acumen:** Understands the connection of the finances and programs, and recognizes tradeoffs. Ability to think creatively about how to expand Public Counsel's base of donors.

Job Type and Benefits Full-Time, Exempt Position

- **Non-Bargaining**
- Salary range is \$275,000 - \$300,000 and commensurate with abilities and experience
- Public Counsel offers a competitive benefits package including:
 - Medical, dental, and vision coverage with both HMO and PPO options
 - The option to enroll in a Flexible Spending Account
 - A 403(b) retirement plan with elective contribution and a discretionary employer contribution after a year of employment
 - Employer-paid life insurance and disability plans
- Generous paid time off and compensatory time up to 60 hours per calendar year
- On-site parking or public transportation reimbursement available

Contact

Russell Reynolds Associates (RRA) has been exclusively retained for this search. Given the need for confidentiality throughout this process, all prospective candidates (including interested internal candidates) are invited to apply directly by sending their resume and detailed cover letter to PublicCounsel_CEO@russellreynolds.com. Public Counsel values lived experiences and experiences working with clients across a range of settings. Please discuss such experiences in your cover letter, especially if they are not reflected in your resume.

Public Counsel Vaccination Policy and Covid-19 Protocols

Public Counsel requires vaccination against COVID-19 for all employees, including new hires. Pursuant to federal and state laws, Public Counsel will provide reasonable accommodations to qualified employees with disabilities or sincerely held religious beliefs, unless doing so would pose an undue hardship.

Public Counsel is generally office-based, but remote work has been permitted during the pandemic. All employees with Public Counsel are required to work in the office at least one day per week, at the discretion of the head of department. This policy is subject to redesign by leadership. Public Counsel will work in a manner consistent with public health and local and state emergency orders.

Public Counsel EEO Policy

Public Counsel is an Equal Opportunity Employer that does not discriminate against employees or prospective employees on the basis of union membership or activity, race, religious creed, religious observance, ethnicity, color, gender, sex, sexual orientation, gender identity, gender expression, genetic information or predisposition, military service, military and veteran status, pregnancy, child birth and related medical conditions, marital and family status, national origin, ancestry, age, medical conditions as defined by state or federal law, or disability, or any other basis prohibited by law. All qualified applicants with criminal histories will be considered in a manner consistent with the requirements of the Los Angeles Fair Chance Initiative for Hiring. The leadership team is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities, discipline, discharge and general treatment during employment.

Position Specification

Ref: President and Chief Executive Officer
Public Counsel

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