respect together

nsvrc pcar

United to end sexual abuse, assault, and harassment.

POSITION ANNOUNCEMENT

Staff Attorney

Job Title: Staff Attorney
Division: PCAR
Department: Legal Department
Reports To: Legal Director
FLSA Status: Full-time, Exempt
Work Hours: Monday-Friday regular business hours, 37.5 hour per week. This is a remote position.
Travel Expectations: Statewide as necessary for client representation.
Salary Range: Approximately $73,915 - $78,915 annually depending upon qualifications.

Position Summary

The Staff Attorney is responsible for providing holistic and trauma informed legal advice and counsel and brief services to victims of sexual violence. The Staff Attorney is expected to represent clients in court, prepare legal documents, and prepare cases requiring limited representation for trial or administrative proceedings. The Staff Attorney is expected to use a holistic lens to meet the varied and unique legal needs of victims of sexual violence. Caseloads will include, but are not limited to, Title IX proceedings, sexual violence protection order petitions, sexual violence intimidation order petitions, criminal justice advocacy, landlord tenant matters, and employment discrimination matters. The Staff Attorney will collaborate with members of other internal and external groups addressing issues surrounding sexual violence in the courtroom and in communities throughout Pennsylvania. The Respect Together office is based in Harrisburg, PA, however this position is remote.

Essential Duties and Responsibilities

Legal Advice and Counsel

Provide information to victims of sexual violence regarding the legal rights and remedies available to them as victims of crime. Frequently this advice and counsel will take place over the telephone. Additionally the Staff Attorney will be responsible for providing appropriate referrals to local community resources, including alternative methods of available legal assistance. The Staff Attorney will connect clients with rape crisis centers for services and safety planning where safety is an identifiable issue.

Short-term Representation
The Staff Attorney will provide short-term legal services and representation to victims of sexual violence in court and administrative hearings. The Staff Attorney, in conjunction with the administrative staff of the Legal Department, will be responsible for obtaining the required written, informed consent for limited representation. The Staff Attorney must be committed to a holistic approach to identify and resolve the legal needs of victims of sexual violence and deliver representation in a trauma informed manner.

Qualifications

A Juris Doctor degree from a law school accredited by the American Bar Association; a Pennsylvania law license demonstrating current eligibility to practice law in PA. A minimum of three years' experience in the practice of law, including significant courtroom experience, is preferred. To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Strong research, writing and editing skills.
- Litigation experience.
- Strong oral communication and interpersonal skills.
- The ability to work both independently and collaboratively as part of a team.
- Understanding of issues of cultural and socioeconomic diversity as they apply to sexual violence prevention, intervention and services.
- Ability to provide highly skilled attention to client safety, confidentiality, empowerment, and accessibility through trauma informed legal representation.

Education and/or Experience

A JD from a law school accredited by the American Bar Association. A minimum of three years' experience in the practice of law, including significant courtroom experience, is preferred. Thorough knowledge and understanding of Pennsylvania civil law and practice related to sexual violence, particularly protection order, Title IX, child protective service mandated reporting laws, criminal law and privileged communications law, as well as an understanding of the access and representation issues confronted by victims of sexual violence in civil courts. Demonstrated knowledge of sexual violence, an understanding of related issues, and a commitment to ending sexual violence.

Language Skills

Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations. Ability to write reports, business correspondence, and procedure manuals. Ability to effectively present

information and respond to questions from groups of managers, clients, customers, and the general public.

Reasoning Ability

Ability to carry out instructions furnished in written, oral, or diagram form. Ability to deal with problems involving several concrete variables in standardized situations.

Requirements

- Ability to effectively manage multiple priorities and projects simultaneously and ability to meet strict deadlines. Ability to identify and respond to shifting priorities.
- Must be a self-starter that can work within a team and fast-paced environment and handle a variety of tasks with multiple deadlines. Must be very detail-oriented and work with minimal supervision.
- Excellent oral and written communication skills. Must possess excellent project management,organizational and negotiation skills. Excellent client service skills.
- Demonstrated sensitivity and ability to collaboratively work with individuals and groups from diverse populations and organizations. Ability to maintain cooperative and professional demeanor with rape crisis centers, coalitions, agency staff/board, council members, vendors, consultants,allied professionals and the general public. Must be able to foster positive working relationships with people and create a respectful and open accessible environment.
- Must have proficiency with the technology necessary for the functions of the position.
- Submit successful screenings to determine eligibility for working with minors including: Federal and State Criminal Background Checks based upon fingerprint analysis; PA Child Abuse Clearance Verification; and, Public Search of National and State Sex Offender Registries.
- Accept and abide by the mission and core values of PCAR.
- Must be willing to complete a Pennsylvania rape crisis center sexual assault victim counselor training, if not already completed in the past 3 years.
- Availability to travel statewide, some overnights and weekends. Must possess a valid Pennsylvania driver's license, insurance, and reliable vehicle.

Certificates, Licenses, Registrations

Must possess a PA law license demonstrating current eligibility to practice law in the Commonwealth of Pennsylvania. Must be a member in good standing of the Pennsylvania Bar.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee will have sedentary work that primarily involves an individual remaining in a stationary position. The employee may occasionally be required to move/transport objects up to 15 pounds. The person in this position needs to occasionally move about and may need to stoop, kneel, crouch or crawl. Specific vision abilities required by this job include close vision, distance vision and ability to adjust focus.

Work Environment

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The noise level in the work environment is usually moderate.

Other Duties As Required

The statements contained herein describe the scope of the responsibility and essential functions of this position but should not be considered to be an all-inclusive listing of work requirements. Individuals may perform other duties as assigned including but not limited to work in other areas to cover absences or relief to equalize peak work periods or otherwise balance the workload.

To Apply

Respect Together offers a competitive salary and benefits package. Qualified candidates are encouraged to apply online at www.pcar.org by **November 20, 2026 or until filled.**

Who We Are

Founded in 1975, Respect Together unites all elements of our work under one name with a continued commitment to our long-standing mission of preventing and ending sexual abuse, assault, and harassment. Respect Together's main divisions are the National Sexual Violence Resource Center (NSVRC) and The Pennsylvania Coalition to Advance Respect (PCAR). Collectively, we are working together to create a culture in the United States – and beyond – that values and upholds all people being treated with respect and free from all forms of sexual violence and oppression.

NSVRC identifies, develops, and disseminates resources regarding all aspects of sexual violence prevention and intervention.

- NSVRC is the leading nonprofit in providing information and tools to prevent and respond to sexual violence.
- Translates research and trends into best practices that help individuals,

communities and service providers achieve real and lasting change.
- Works with the media to promote informed reporting.

PCAR:
- Partners with a network of rape crisis programs to bring help, hope, and healing around issues of sexual violence to the Commonwealth of Pennsylvania.
- Assures that communities have access to quality victim services and prevention education by providing funding, training, materials, and assistance to a network of rape crisis centers that serve all of Pennsylvania's 67 counties.
- Provides resources and training on sexual assault-related issues to professionals across PA.
- Promotes public policies that provide protections and services to victims of sexual violence, hold offenders accountable, enhances community safety, and works with media to increase public awareness, access to accurate information, and ethical reporting practices.

Mission Statement

Respect Together, through our divisions in the National Sexual Violence Resource Center and the Pennsylvania Coalition to Advance Respect, will create lasting change by mobilizing advocates, service providers, leaders, and communities to support survivors, advance victims' rights, and prevent sexual abuse, assault, and harassment.

Equal Employment Opportunity Commission

Respect Together provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability, or genetics.