



LICENSED MASTER SOCIAL WORKER (LMSW) – YOUTH JUSTICE PRACTICE

Queens Defenders is seeking a Licensed Master Social Worker (LMSW) to join a dedicated team of attorneys, social workers, and legal assistants to join our Youth Justice Practice, which provides services to youth clients involved in juvenile delinquency matters in Queens Family Court.

ABOUT QUEENS DEFENDERS

Founded in 1996, Queens Defenders is a leading Public Defender Organization providing high-quality, holistic representation for indigent community members in Queens, NY - New York City's most diverse borough and one of the most diverse locales in the world.

We give life to our mission through our core values: a commitment to fostering an inclusive, diverse, and professional environment; relentless in our pursuit of justice; unwavering in our commitment to excellence in the courtroom and in the community; client-centered and holistic in our representation, advocacy, and support services; respectful of the individuals with whom we interact.

At Queens Defenders, dedicated teams of criminal defense attorneys, immigration lawyers, housing attorneys, social workers, investigators, and client-support specialists come together to tirelessly champion justice for each and every client. Our highly skilled staff of 290, serves and positively impacts the lives of thousands of individuals annually through this collaborative and supportive approach.

IDEAL CANDIDATE

The ideal candidate is a social worker with experience working with vulnerable populations. The candidate will possess a demonstrable background in public interest work, and a commitment to the mission of Queens Defenders. We are seeking individuals with strong self-motivation, and excellent interpersonal, communication, and organizational skills. The candidate will be willing to work collaboratively with a team of attorneys, other social workers, and legal assistants.

ESSENTIAL DUTIES/RESPONSIBILITIES

- Interview clients in multiple settings, including in-office, detention and placement facilities, hospitals, courthouses
- Maintain a full caseload of clients
- Evaluate, diagnose, and provide evidence-based psychotherapy and clinical advice
- Properly and timely refer clients to appropriate services and develop individualized treatment plans
- Monitor and evaluate clients' progress and modify treatment plans accordingly
- Conduct crisis intervention and be on call for courthouse emergencies
- Prepare and submit written mitigation reports for court submission, including pre-pleading letters and memorandums, including interviews with clients and collateral contacts
- Participate in court appearances and present information directly to the Court
- Maintain a client database of case information and client resources
- Support the scheduling, planning, and facilitating of weekly workshops for a group of 7-10+ young people (12-20 years old) on topics related to education, career development, goal setting, mental health, and current events
- Build relationships with youth participants to identify workshop topics that will be most helpful and appropriate
- Assess clients for further resources, including community-based assistance
- Work collaboratively with a team of attorneys, social workers, and legal assistants
- Other duties as assigned

QUALIFICATIONS

- LMSW certification with at least 3-5 years of post-masters' experience
- Demonstrated commitment to public interest or pro bono work
- Experience with the Juvenile Justice Court system preferred
- Excellent oral and written communication skills
- Ability to write persuasively
- Excellent organizational skills
- Credible and discrete, with a high level of integrity and the ability to work with highly confidential and privileged information
- Ability to work in a fast-paced environment, including a managing a high caseload, and remain calm under pressure.
- Ability to work with highly confidential and privileged information
- Ability to work independently
- Ability to interface with the court
- Ability to work in a collaborative, holistic team model
- Proficiency in languages other than English is highly preferred, but not required

COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

Queens Defenders values diversity and believes that a diverse staff is best placed to represent our borough, which derives its beauty from being one of the most diverse locales in the world. To best serve our clientele, model the place in which we practice, and to cultivate the best environment possible, we welcome applicants of diverse backgrounds, thoughts, perspectives, and experiences. We also provide all staff members with professional development and advancement opportunities because the more diverse and inclusive we are the more collaborative and supportive we are. For more information about our office generally, please visit our website at www.queensdefenders.org.

SALARY RANGE

Salary: \$75,166 – \$88,011

BENEFITS

Queens Defenders believes in attracting and retaining exceptional talent committed to serving our clients. Benefits include: health insurance (including dental and vision insurance), FSA/HSA, generous paid time off, parental leave, disability and life insurance, and 401 (k) contributions.

HOW TO APPLY AND REQUIRED DOCUMENTS

Please submit a **cover letter** and **resume** to Kirlyn Joseph, Director of Family Court Services at KJoseph@queensdefenders.org. For more information, please visit our the “Careers” tab on our website: <https://queensdefenders.org/>.

As an Equal Employment Opportunity (EEO) Employer, Queens Defenders prohibits discriminatory employment actions against and treatment of its employees and applicants for employment based on actual or perceived race or color, size (including bone structure, body size, height, shape, and weight), religion or creed, alienage or citizenship status, sex (including pregnancy), national origin, age, sexual orientation, gender identity (one’s internal deeply-held sense of one’s gender which may be the same or different from one’s sex assigned at birth); gender expression (the representation of gender as expressed through, for example, one’s name, choice of pronouns, clothing, haircut, behavior, voice or body characteristics; gender expression may not conform to traditional gender-based stereotypes assigned to specific gender identities), disability, marital status, relationship and family structure (including domestic partnerships, polyamorous families and individuals, chosen family, platonic co-parents, and multigenerational families), genetic information or predisposing genetic characteristics, military status, domestic violence victim status, arrest, or pre-employment conviction record, credit history, unemployment status, caregiver status, salary history, or any other characteristic protected by law.