



Job Announcement Staff Attorney

ACLU of Colorado is a nonpartisan, nonprofit organization guided by a mission to protect, defend, and extend the civil rights and civil liberties of all people in Colorado through litigation, education, and advocacy. As the oldest and largest civil rights organization in Colorado, its work is guided by the Bill of Rights, ensuring the freedoms contained within are available for members of marginalized communities, including people of color, LGBTQ+ people, women, immigrants, people experiencing poverty, unhoused people, incarcerated people, and students. ACLU of Colorado envisions a future where the civil rights and civil liberties of all people in Colorado are honored, respected and upheld. For more information about the work of the ACLU of Colorado and the civil liberties principles we uphold, please visit our website at www.aclu-co.org.

Summary of Position

American Civil Liberties Union Foundation of Colorado seeks a dynamic, skilled, mission-driven applicant for a full-time Staff Attorney position. The Staff Attorney will work under the direction of the Legal Director to conduct strategic litigation and collaborate across departments on major issue-area campaigns through integrated advocacy.

Primary Responsibilities

- In concert with the Legal Director, craft cutting-edge legal cases by selecting issues appropriate for litigation, conducting factual and legal research, interviewing potential clients and witnesses, and identifying and developing legal theories through substantive legal research and writing
- Draft legal memoranda, demand letters, and advocacy letters
- Litigate ACLU cases in state and federal trial and appellate courts; participate and potentially exercise leadership roles in all aspects of discovery, motion practice, trials, evidentiary hearings, and appeals; draft pleadings, motions, briefs, and other litigation documents
- Coordinate and work with ACLU volunteer cooperating attorneys
- Supervise and mentor law student interns and volunteers
- Present selected potential cases to the ACLU Legal Panel for evaluation
- Review and investigate selected requests for legal assistance
- Develop and maintain relationships with legal staff at National ACLU, its projects, and other ACLU affiliates
- Provide support and work with ACLU staff in our Communications, Development, and Advocacy and Policy departments, in furtherance of our integrated advocacy model, which combines legal advocacy, public

communications, and policy advocacy for maximum impact

- Serve as ACLU spokesperson in public speaking events and with the press
- Serve on interdepartmental committees dedicated to a variety of different subject areas including diversity, equity and inclusion, smart justice, privacy and liberty, and systemic equality

Qualifications

Required Qualifications

- Juris Doctor degree from an ABA-accredited law school with at least two years of litigation experience
- Membership in the Colorado bar or ability to secure membership in the Colorado bar within one year of employment
- Substantive experience and knowledge of constitutional law and understanding of a wide range of civil liberties and civil rights issues
- Strong demonstrated commitment to public interest law and the mission of the ACLU of Colorado
- Excellent demonstrated writing skills, both for legal and non-legal audiences
- Extensive research and analytical skills
- A demonstrated commitment to diversity; a personal approach that values individuals and respects differences of race, ethnicity, age, gender, gender identity, sexual orientation, religion, ability, and socio-economic circumstance, and a demonstrated ability to work with diverse individuals within the organization and the broader community
- Ability to work beyond the 9 to 5 hours of the normal workday, including attending evening and weekend meetings and/or events

Desired Qualifications

- Significant experience litigating complex civil cases in both trial and appellate courts
- Significant in-depth experience or legal expertise in a specialized area that is within the ACLU of Colorado's mission
- Excellent demonstrated oral advocacy skills, with both legal and non-legal audiences
- Demonstrated ability to research, develop, apply, and implement novel legal theories and strategies to develop potential cases
- Experience working and communicating with marginalized or vulnerable communities
- Demonstrated ability to coordinate with volunteer attorneys and supervise support staff
- Experience successfully mentoring or supervising interns, law students, and less experienced attorneys
- Demonstrated ability to work effectively and professionally with paralegals, legal assistants, volunteers, clients, and fellow attorneys

Commitment to Equity, Diversity, Belonging, and Inclusion

ACLU of Colorado is an equitable opportunity employer. It believes that having a board, staff, and volunteer base with diverse personal and professional backgrounds enhances its ability to meet its mission and creates an environment where all community members can thrive. It strongly encourages applications from all qualified persons, including people of color, immigrants, women, people with disabilities, members of the LGBTQ+ community, those who have been formerly incarcerated, and other members of underrepresented and marginalized groups.

ACLU of Colorado does not discriminate on the basis of race, color, religion, gender, sexual orientation, gender identity or expression, age, national origin, marital status, citizenship, disability, veteran status, record of arrest or conviction, or any other basis protected by State or federal requirements. It is committed to providing a providing a work environment that practices equitable and inclusive treatment and is quick to act to prevent and address harassment or discrimination of any kind.

Essential Job Functions

The following activities are essential for success in this role:

- Ability to remain focused at workstation for long periods of time.
- Ability to work in office at least two or more days a week.
- Communicate with others effectively in verbal and written formats.
- Use a computer.
- Answer and make phone calls/text messages.
- Have a reliable form of transportation to commute to and from the office in downtown Denver.
- Ability to travel between locations across the state of Colorado.

Compensation and Benefits

This is a full-time, exempt position. The compensation range for this position is \$83,000 to \$125,000, based on skills and years of experience and within pay scale parameters of the ACLU of Colorado. ACLU of Colorado offers comprehensive benefits including medical, dental, and vision insurance, life and long-term disability insurance, accidental death and dismemberment insurance (AD&D), 401(k) contribution, paid vacation, and holidays.

Application Instructions

Email a cover letter, resume, writing sample and three references with “Staff Attorney ACLU-CO” in the subject line to jobs@aclu-co.org. Finalists for the position may be asked to complete a writing exercise.

No phone calls, please. Applications will be reviewed on a rolling basis beginning on August 10, 2026. To request an accommodation during the application or interview process, please contact jobs@aclu-co.org.