



“We do not merely have a social responsibility to assure that our children and youth have decent life chances and prosper. We have a sacred obligation to do so.” Founder Hubie Jones

ABOUT MAC

Massachusetts Advocates for Children (MAC) is a non-profit legal organization working to remove barriers to education to achieve education equity for low-income students, children with disabilities, immigrant children, and Black and Brown youth. During this time when civil rights in education are under political attack, MAC is a key leader in fighting to maintain and enforce longstanding protections for these children.

Our work is multi-level, driven by a community-informed, ground-up advocacy model. Our multilingual helpline supports thousands of parents and caregivers each year, offering guidance, resources, and referrals to help them overcome educational barriers. We provide free legal representation to children with the greatest needs. We then take what we learn from our direct advocacy and create changes at the system level through both impact litigation as well as legislative and policy advocacy. Our issue-focused coalitions raise awareness and build strategic roadmaps for change, while our training and community engagement work empower parents to advocate for their children and become leaders in the movement for educational equity. Since 2016, MAC has been deeply and formally committed to advancing racial equity within our organization and the educational systems we seek to reform. We apply a racial equity lens to all of our advocacy. Our ongoing Racial Equity Initiative equips us to better identify, address, and respond to structural racism, ensuring that our work and organization reflect the values of justice and inclusivity.

To learn more about our mission and work, please visit [MAC's website](#) or view a video about [who we are](#).

ABOUT THE OPPORTUNITY

The Senior Attorney will play a pivotal role in combating the impact of structural racism on educational policies, practices, and outcomes through individual client advocacy and systemic advocacy statewide and within the Boston Public Schools community. Specific issue areas are likely to include special education, student discipline, immigrant student rights, and homelessness.

The Senior Attorney will join a team of exceptional public interest attorneys and advocates working together to combat what we recognize to be politically motivated attacks on education equity for children and youth who have been historically underserved. This position includes opportunities to collaborate with key community partners, and to supervise staff attorneys. The Senior Attorney will be supervised by the Legal Director and have substantial opportunity for leadership and growth within the organization.

KEY RESPONSIBILITIES

Direct Client Advocacy

- Provide direct representation to families experiencing the impacts of systemic racism in relation to their children's access to education.
- Take a leadership role in the creation and execution of legal case strategies.

Systemic Change Advocacy

- Identify emerging trends that may guide the directions of MAC's systemic advocacy and case priorities.
- Engage in systemic legal and policy advocacy at the school district, state agency, and legislative levels. This includes leading legislative campaigns, serving as part of litigation teams, and administrative advocacy.
- Publicly represent MAC in settings such as testifying before the state legislature, administrative bodies, and in the media.
- Lead MAC's advocacy focused on racial equity in Boston Public Schools.

Attorney and Legal Intern Supervision

- Supervise staff attorneys in direct client and systemic change advocacy.
- Ensure that case activities are documented in MAC's case management system.
- Supervise legal interns and support recruiting efforts.

Community Engagement and Education

- Establish new relationships and grow MAC's existing relationships with diverse community, parent, and student organizations with a focus on Boston Public Schools.
- Build, facilitate, and participate in coalitions. Attend and actively participate in community partner meetings and coalitions.
- Develop and conduct trainings for parents, youth, community partners, and provider organizations with a strategic mindset for reaching the communities most impacted by systemic racism.

Internal MAC Functions

- Contribute to MAC's internal race equity initiatives in partnership with all staff.
- Support planning and creating equitable internal policies and practices with legal team led by Legal Director.
- Contribute to grant reports and applications and otherwise support development work at the organization led by the development staff.

QUALIFICATIONS

We appreciate and value that a wide variety of life and work experiences could prepare someone for this role. We also recognize that people from historically marginalized communities may not apply for positions if they do not have every qualification. If you can see yourself in this role, please apply!

- J.D. degree and admission to the Massachusetts Bar (or ability to obtain MA bar admission within 6 months)
- Four (4) or more years of experience in education, child welfare law, or similarly transferrable area.
- Leadership qualities and interpersonal skills necessary for working effectively with a variety of stakeholders, including families, youth, community leaders, policy makers, and the media.
- Sophisticated understanding of, demonstrated commitment to, and significant experience effectively applying principles of racial equity to addressing legal problems.
- Interest in developing management and supervision skills to further MAC's mission.
- Desire to grow and learn in a senior position and within an organization working to advance racial equity internally and in our external facing programs.
- Excellent written, analytical, oral, organizational, and time management skills.

- Ability to work independently as well as collaboratively.
- Experience working with racially, culturally and linguistically diverse communities.
- Fluency in Haitian Creole, Portuguese, Spanish, Cape Verdean Creole, or another language prevalent within MAC's target populations in addition to English a plus but not required.

LOCATION, COMPENSATION & BENEFITS

This is a full-time, exempt hybrid position requiring at least 2 days a week in our Boston office near South Station. The salary range is \$75,000 - \$85,000. The range has been established after a comprehensive analysis of market data, industry benchmarks, and our internal salary structures which have been adopted as part of our race equity commitment.

MAC offers a comprehensive benefits package alongside the base salary. A standout feature is the [pilot 4-day work week program](#), providing 100% pay for a Friday-off schedule to enhance work-life balance. The package includes health insurance with an 85% employer contribution, employer-paid life and short-term disability insurance, and a 401(k) retirement plan with employer contribution. Employees receive generous paid time off, including vacation starting at 2 weeks per year, 15 sick days, 11 holidays plus 2 floating holidays, an office closure from December 26 to January 1, and 2 personal days annually. Additionally, employees are eligible for a sabbatical after 7 years of service.

HOW TO APPLY

Submit a cover letter and resume [to apply](#). Applications missing a cover letter or resume will not be considered. This is a rolling hiring process with a priority deadline May 14, 2025.

MAC strives to create a diverse, equitable, and inclusive work environment. We celebrate diversity and work to dismantle dominant cultural systems of workplace requirements and restrictive hiring practices. Black, Indigenous, People of Color, Bilingual and/or Bicultural candidates, and LGBTQ2SIA+ candidates, and people with disabilities are strongly encouraged to apply. We prohibit discrimination based on race, color, religion, sex, national origin, disability, veteran status, marital status, age, or sexual orientation, in accordance with federal and state law.