



## General Counsel

The National Association for the Advancement of Colored People (NAACP), the nation's preeminent civil and human rights organization, seeks a visionary, entrepreneurial, and experienced attorney to serve as its general counsel. S/he will provide legal and strategic advice to assist it in achieving a wide range of important management and governance objectives and help propel its advocacy agenda to new levels of accomplishment.

Since its inception over one hundred years ago, the NAACP and its allies of all races have been at the forefront of framing the public discourse on the critical issues concerning social and racial justice. And today, under the new Board and executive leadership team of chairman, Roslyn M. Brock, and president and CEO, Benjamin Todd Jealous, the organization is investing considerable resources to solidify its historic role as the principal political, legal and social advocate for civil rights issues and focus on disparities in education, criminal justice, economics, health care, voter empowerment and the environment. Central to the realization of its aspirations is the recruitment of a new general counsel.

Working in close partnership with the CEO and the other members of the organization's executive leadership team, the general counsel is primarily responsible for safeguarding the NAACP's constitution/corporate charter and managing the efficacy of a broad scope of national legal activities, including: the enlistment and oversight of outside counsel and all litigation efforts; contracts, gift/grant reporting, conflicts of interest, probate, personnel, employment and risk management issues; and compliance with all federal, state and local statutes.

As the national board secretary, s/he also interacts regularly with the leadership and individual members of the board of directors, providing primary staff support for relevant committees and sub-committees, overseeing the integrity of the minutes, elections and other record keeping, and preparing and presenting briefings and reports as needed. Key to his or her success is the ability to garner respect as a strong, independent voice of reason within the organization's complex governance structure; provide effective leadership and direction for a staff of ten; and interface and collaborate effectively with a variety of other staff, volunteer leaders and stakeholders.

The ideal candidate will manifest a personal passion for the mission and values of the NAACP. S/he will possess a J.D., bar credentials in New York and Maryland/DC, and a minimum of ten years of experience preferably within a significant, multi-disciplinary law firm, the Department of Justice (or another relevant government agency), and/or a major national nonprofit. The GC must also have exceptional analytical, managerial/administrative, and interpersonal communications skills, a bias for gathering and disseminating information, and an ability to integrate a strategic high-level perspective into the department's work. Personal qualities of integrity, self-confidence, diplomacy, teamwork, discretion, personal accountability and a sense of humor are essential.

Recruitment will continue until the position is filled. Nominations, expressions of interest, and applications (including cover letter and resume) should be submitted via email to [gcsearch@naacpnet.org](mailto:gcsearch@naacpnet.org)

*The NAACP does not discriminate on the basis of race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender expression, age, height, weight, physical or mental ability, veteran status, military obligations, and marital status.*