**Program Director,**

**Native American Program– Statewide**

Legal Aid Services of Oregon

Legal Aid Services of Oregon (LASO) seeks a director for its Native American Program, located in Portland. This position is eligible for a partial remote work option.

**Background**

LASO is a non-profit organization that represents low-income clients in civil cases. LASO’s eight regional offices serve the general low-income population throughout the state and two specialized statewide programs provide services to farmworkers and representation on Native American issues. LASO is an effective, high-quality legal services program committed to advocacy strategies with the broadest possible impact on client community problems. LASO is actively working to build an inclusive organizational culture that centers on racial equity. We are committed to recruiting and retaining a diverse workforce and providing a welcoming and culturally responsive environment for our staff and clients.

**The Native American Program of LASO** provides free legal assistance to income-eligible Native Americans who are members of federally recognized tribes, including the nine federally recognized tribes in Oregon, as well as Native communities and organizations serving Native populations across the state—whether in urban centers, rural areas, or reservation-based communities. With deep ties to Oregon’s tribes, the LASO Native American Program plays a pivotal role in strengthening Native communities and advancing tribal sovereignty. The program specializes in legal matters related to self-governance, estate planning for trust resources, access to public benefits, expungement of criminal records, and representation in tribal court. In addition to direct legal services, the program offers community education on a broad range of legal issues impacting Native communities.

**Responsibilities**

The Program Director is responsible for the overall success of the Native American Program, ensuring the program fulfills its mission to serve Native communities. Key management responsibilities include overseeing the professional development of attorneys and support staff, managing law office systems, administering contracts, and representing the program within the broader community. In addition to leadership duties, the Director also maintains a client caseload, delivering high-quality legal services to eligible Native American tribes and individuals.

**Qualifications**

Minimum 5 years of legal practice experience, with at least 3 years in a management or supervisory role. Demonstrated commitment to and experience working in Indian Country or with Native American communities. Knowledge of federal Indian law, tribal law, and state law as it relates to Native people. Experience working in a Native American legal aid program or a similar setting is preferred. Excellent communication, leadership, and organizational skills. Culturally responsive and trauma-informed approach to client service and team leadership.

Position requires current Oregon State Bar membership or eligibility for admission by reciprocity. Regular travel throughout Oregon, including some overnight travel, is required.

**Salary/Benefits**

Compensation is based on a 35-hour work week. Salary range is $84,200 – 90,200 for 6-10 years’ experience and $91,700-114,200 for 11-30 years’ experience annually; salaries are determined by relevant work experience. Additional compensation of $4,300 to $5,700 is available annually for bilingual ability, depending on proficiency. Full benefits package including individual and family health, vision and dental insurance coverage; 6% employer retirement contribution; generous paid holidays, vacation and sick leave; and paid moving expenses.

**Closing Date**

Open until filled. Review of resumes to begin May 1, 2025.

**Applications**

Send resume and letter of interest to:

Jeremy Aliason

centraljobs@lasoregon.org

**Supplemental question**

LASO is committed to building a culturally diverse workplace centered on equity and providing an inclusive, welcoming, and culturally responsive environment for our staff and clients. How have your personal background and experiences, professional or otherwise, prepared you to contribute to our commitment to cultural responsiveness, diversity and inclusion?

If you require reasonable accommodation for a disability during the application/hiring process, please contact Meghan Collins, Director of Administration, at Meghan.Collins@lasoregon.org.

*We celebrate diversity.*

*LASO is committed to being an organization that reflects the communities we serve and is diverse in race, color, national origin, sex, age, religion, marital status, veteran status, sexual orientation, gender identity, ancestry, national origin, or sensory, mental and physical abilities, work background, experience and education. We believe that the outcome of such diversity is our greatest strength and a matter of basic human fairness. It is to this end that we strongly encourage applications from people of color and people from any other underrepresented and historically marginalized group to apply for this position.*