



HISCOCK LEGAL AID SOCIETY

PROMOTING JUSTICE FOR ALL SINCE 1949

ATTORNEY – APPEALS PROGRAM

About Hiscock Legal Aid: Hiscock Legal Aid (HLA), founded in 1949, is a non-profit agency located in Syracuse, New York. Committed to promoting equal justice under the law, HLA is a primary provider of legal services for low-income individuals in Central New York. Learn more about our mission at www.hlalaw.org.

About the Position: Hiscock Legal Aid (HLA) seeks an attorney committed to indigent defense to join its well-established Appeals Program. HLA is the mandated appellate defender for Onondaga County and provides representation in criminal and family court appeals before the Fourth Department and Court of Appeals. Attorneys work in a collaborative office under supervision and with the support a team of Law Assistants. Our mission is to ensure fair, ethical, and effective advocacy at all levels of the justice system. We are committed to a just system that respects the rights of all individuals, regardless of financial means. Our Appeals Program works passionately to rectify errors in trial cases, promote justice, and advocate for systemic change. This position provides a wonderful opportunity to provide high quality representation in appeals while working in a collaborative, supportive environment.

Qualifications: Admission or pending admission to New York Bar, or ability to obtain admission within a reasonable timeframe. Strong written and oral advocacy skills. Commitment to helping people in need. Ability to work both independently and collaboratively as part of a team. Diverse economic, social, and/or cultural experiences.

Salary: Base salary of \$80,500 to \$105,018 annually for all attorneys admitted to New York Bar depending on candidate qualifications and experience. Law graduates awaiting admission to the Bar and eligible for a practice order start at \$70,500, which will increase to \$80,500 upon admission.

Benefits: Hybrid work schedule (up to two remote days per week); Excellent fringe benefits include generous paid vacation, sick, personal, and hourly leave totaling more than 30 days per year; 14+ paid holidays per year; health, dental, life, and vision insurance; 401(k) retirement plan with employer match; YMCA of CNY membership discount; \$100 monthly parking/transportation stipend; and reimbursement for CLEs, bi-annual attorney registration, and other professional fees.

Work-Life Balance: Enjoy standard office hours of 8:30 am to 4:30 pm Monday through Friday and from Memorial Day until Labor Day frequently take advantage of summer hours and leave at 4:00 pm.

Application Instructions: Apply now by submitting a cover letter, resume, and list of three references to Gregory W. Dewan, Esq., Executive Director, at hiring@hlalaw.org.

Hiscock Legal Aid is an equal opportunity employer, committed to inclusive hiring and dedicated to diversity in our work and staff. We strongly encourage candidates of all identities, experiences, and communities to apply.