



SENIOR ASSOCIATE – CIVIL RIGHTS LITIGATION

About the Job

Neufeld Scheck Brustin Hoffmann & Freudenberger, LLP (NSBHF) (<https://nsbhf.com/>) is seeking an experienced attorney to join our team as a Senior Associate. This attorney will play an active role in managing and litigating our national docket of complex civil rights cases, with a focus on police misconduct, wrongful convictions, and constitutional claims. The Senior Associate will be responsible for all stages of litigation—from pre-filing investigation through discovery, depositions, motions, and trial—and will help shape systemic reform through cutting-edge civil rights litigation. Travel is required.

About the Firm

NSBHF is a boutique national civil rights law firm founded over 25 years ago by Peter Neufeld, Barry Scheck, and the late Johnnie L. Cochran, Jr. We currently serve as lead counsel in approximately 35 individual and multi-plaintiff Section 1983 cases across the country.

Our mission is to use civil litigation to win justice for our clients, hold individuals and institutions accountable for misconduct, and drive systemic reform in police departments, jails, and prosecutors' offices. Many of our cases seek redress for exonerees who spent years wrongfully imprisoned, as well as individuals harmed by excessive force, prosecutorial misconduct, and other forms of abuse within the criminal legal system.

Duties and Responsibilities

The Senior Associate will:

- Manage and litigate a significant and complex caseload in federal and state courts.
- Lead and participate in all phases of litigation, including investigation, pleadings, discovery, depositions, motions, hearings, and trials.
- Supervise and collaborate with junior attorneys, Cochran Fellows, paralegals, and other litigation support professionals.
- Work closely with clients, many of whom are exonerees or survivors of police or prosecutorial misconduct.
- Develop case strategies that advance both client-centered justice and systemic reform goals.

- Travel as needed to meet with clients, conduct investigations, and appear in court nationwide.

Skills and Educational Requirements

The ideal candidate will have:

- 7+ years of litigation experience.
- Demonstrated experience with all stages of civil litigation, including depositions and trials.
- Exceptional legal research, analytical, and writing skills.
- Strong project management and organizational abilities.
- Ability to work independently and collaboratively in a small-team environment.
- Experience training, supervising, or mentoring junior attorneys and/or litigation support staff.
- A demonstrated commitment to civil rights, social justice, and public service.
- Membership in the New York Bar, or willingness to become a member through reciprocity admission.

This position is based in our New York City office.

Compensation

The salary range for this role is \$205,000 - \$220,000. This range is only applicable for jobs to be performed in New York. This is the lowest to highest salary we in good faith believe we would pay for this role at the time of this posting. An employee's pay within the salary range will be based on numerous factors including, but not limited to, relevant education, qualifications, experience, skills, and business or organizational needs. This job is also eligible for an annual discretionary bonus pay.

We offer a comprehensive package of benefits including paid time off, hybrid-work environment, and medical/dental/vision insurance.

Diversity Commitment

NSBHF is committed to serving our diverse clients and ensuring an office environment that is welcoming and respectful to people of all backgrounds. We strongly encourage applicants from all cultures, races, educational backgrounds, life experiences, socio-economic classes, sexual orientations, age, gender, and physical abilities to apply. We welcome applicants with personal or family experience with the criminal legal system and/or incarceration. Diversity of our workforce is critical to our success and upholding NSBHF's mission. Further, NSBHF supports the rights of job candidates and employees to engage in protest and political action on social justice and human rights matters, including in support of Palestine. As an equal opportunity employer, NSBHF supports non-discrimination in the firm's employment practices. We seek applications from all candidates committed to holding officials accountable for their misconduct.