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**CENTER FOR CONSTITUTIONAL RIGHTS  
JUSTICE FELLOWSHIP  
2026 Application Package**

**The Center for Constitutional Rights is hiring Justice Fellows for 9/2026-9/2028.**

The Justice Fellowship at the Center for Constitutional Rights is a two-year program for emerging lawyers (0-2 years out of law school) who are interested in gaining both practical experience working on cutting-edge social justice litigation and a theoretical understanding of how legal advocacy can create social change. The Center for Constitutional Rights will host a cohort of up to four Justice Fellows, starting in September 2026. This position requires a two-year commitment from September 2026 to September 2028.

**The 2026 Center for Constitutional Rights Justice Fellows** will have an opportunity to work on a broad range of our cases and projects challenging oppressive and intersecting systems of power – including challenging racial oppression, gender oppression including hetero-patriarchy, economic oppression, and abusive state power. Our work focuses on racial justice, immigrant rights, combating mass incarceration and economic inequality, gender justice and the struggle for LGBTQIA+ liberation, international human rights, protecting the right to dissent and the struggle to free Palestine, and addressing government overreach, including the Guantánamo detentions, surveillance, and Muslim profiling. Building on our historic roots in the Deep South, the Center for Constitutional Rights has expanded this movement advocacy model to the South, through our [Southern Regional Office](#), also known as CCR South, to help strengthen, support, and build the power of Southern movements to fight oppressive power and to actualize their visions for a more equitable future. Please see our [website](#) for more information about our work and descriptions of our current [cases](#), [issues](#), and [projects](#).

In addition to gaining legal experience on our cases, Justice Fellows will have opportunities to receive additional mentoring and non-traditional training such as leadership, media and advocacy, activism and movement building.

**CENTER FOR CONSTITUTIONAL RIGHTS JUSTICE FELLOW ROLES & RESPONSIBILITIES**

- Work with staff attorneys in conceiving, developing, and managing complex litigation that advances our organizational mission, including developing case theory, conducting factual and legal research, identifying appropriate clients, pursuing appropriate and strategic litigation opportunities, and filing claims in domestic and international forums.
- Work with and assist staff attorneys in all aspects of litigation, including drafting pleadings, briefs, affidavits, and correspondence; taking and defending depositions;

managing complex discovery, conducting negotiations with opposing counsel, appearing in court, and examining witnesses; and negotiating, implementing, and monitoring settlement agreements.

- Work with staff attorneys and advocacy staff in the development and implementation of advocacy strategies in support of our clients, cases, and projects. Engage in public outreach and education efforts, including the drafting or reviewing of advocacy materials (such as reports, FAQs, and action alerts), participation in legislative efforts, and public speaking. Engage with community groups, cooperating attorneys, co-counsel, progressive lawyers, law students, legal groups, and other allies as appropriate and directed by supervising attorneys.
- Support all aspects of communications department activity including reviewing press materials, responding to press inquiries, appearing in various media interviews, timely op-ed drafting, review and editing as appropriate.
- Work with and supervise student interns and volunteers; where appropriate support work of pro bono or cooperating counsel assisting on our cases and projects.
- Assist development department in managing individual and foundation relationships, including development and review of grant proposals, participation in donor meetings, fundraising and donor appreciation activities, and periodic out-of-state travel for development trips and activities.
- Participate in trainings to strengthen litigation and movement lawyering skills.
- Participate in departmental and organizational planning and organization-wide committees and carry out work as assigned.
- Obtain bar membership and maintain good standing in New York State or in other state bars as appropriate, including fulfilling requirements for continuing legal education (CLE) and, where necessary, security clearance.
- Other related work as requested by the Legal Director or the Deputy Legal Director.

## **EXPERIENCE & QUALIFICATIONS**

- J.D. degree, or comparable LL.M degree as of start date.
- This program is meant for early-career lawyers, someone who is 0-2 years post receipt of their law degree. This means you received your Juris Doctor in 2024, 2025, or will receive it in 2026.
- Commitment to the mission and goals of the Center for Constitutional Rights.
- A demonstrated ability to conduct complex legal analysis and fact-finding.
- Excellent research, writing, and verbal communication skills.
- Excellent interpersonal skills.
- Proven ability to work independently as well as within a team.
- Demonstrated commitment to social justice and human rights and creativity in crafting strategies to advance justice in our priority areas.
- Commitment to working in and with communities affected by government misconduct and discrimination among other structures of institutional oppression.
- Integrity, emotional intelligence, and a willingness to practice vulnerability, self-reflection, and accountability.
- Willingness to travel.

- Non-English language skills a plus.

**LOCATION:** Some Center for Constitutional Rights staff are working remotely, and some are hybrid working onsite at our New York City headquarters, so Justice Fellows may have the option of being hybrid or remote. One of the Justice Fellows will be based in Mississippi, working with our CCR South team on projects primarily in Louisiana, Mississippi, Alabama, and Georgia.

**COMPENSATION:** Salary is commensurate with experience and subject to union collective bargaining agreement. The current salary range for this position is \$92,212 to \$104,326.

Benefits include employer contribution to 401K plan and flexible spending account, vacation, sick leave, and holidays, and 100-percent organization-paid health benefits, including medical, dental, life, short- and long-term disability insurance.

**HOW TO APPLY:** Qualified candidates should visit <https://bit.ly/CCRFellow2026> to submit an online application. Applications will be considered on a rolling basis, and strong consideration will be given to early applications. No phone calls please.

*Note:* Due to the large number of applications, we will only contact those applicants who are selected for an interview.

**APPLICATION TIMELINE:**

The deadline for submission is October 8, 2025.

Recommendation letters are due by October 13, 2025.

Interviews for selected candidates will occur in November and December 2025.

We expect to make fellowship offers in January 2026.

Position will begin in late September, 2026.

Applications are strongly encouraged from candidates from diverse educational, cultural, and experiential backgrounds. The Center for Constitutional Rights is an equal opportunity/affirmative action employer, and we encourage applications from women, people of color, persons with disabilities, LGBTQIA+ and gender non-conforming people.

## APPLICATION REQUIREMENTS

1. *Resume*
2. *Essay*: Maximum length: 1,000 words, double-spaced. Effective essays will incorporate the following information:
  - What unique background, beliefs, values and/or experiences (personal and professional) shaped your decision to go to law school and your interests in participating in the Justice Fellowship program at the Center for Constitutional Rights?
  - Please describe your specific interest in CCR's work, including which of our areas of focus you would most like to work on.
  - How do you expect participation in the Justice Fellowship program at CCR to contribute to your long-term personal and professional goals?
  - What is your understanding of CCR's goals and needs, and how do you see yourself contributing to our effectiveness? Describe how your education, experience, and skills match our needs and goals.
  - If you are interested in working with the CCR South team as its justice fellow, please describe your particular interest, including your connection to the South, and any work you have done in the South.
3. *Legal writing sample* excerpt (not to exceed 10 pages) - At the top of your writing sample, provide a 2-sentence description of the writing sample.
4. Names and contact information for three (3) *references* (two can be the same as the individuals who wrote your letter of recommendation).
5. *Two letters of recommendation* submitted via email to [justicefellowsearch@ccrjustice.org](mailto:justicefellowsearch@ccrjustice.org).
  - Letters must be received by October 13, 2025 to be considered.
  - Your recommender must put the following information in their e-mail subject line: "Fellow's Last Name, First Name Letter of Recommendation"

### Application Checklist

Along with completing the online form, please upload your application at <https://bit.ly/CCRFellow2026> as **ONE SINGLE PDF FILE**. A complete application will upload a PDF of the following documents in the order listed below:

- Resume
- Essay
- Legal Writing Sample
- Three Reference Names and Contact Information

Please have your recommenders send their letters via email to [justicefellowsearch@ccrjustice.org](mailto:justicefellowsearch@ccrjustice.org)

- Two letters of recommendation

### **ABOUT THE CENTER FOR CONSTITUTIONAL RIGHTS**

The Center for Constitutional Rights works with communities under threat to fight for justice and liberation through litigation, advocacy, and strategic communications. Since 1966, we have taken on oppressive systems of power, including structural racism, gender oppression, economic inequity, and governmental overreach.

Too often, the law supports systems of power that violate our most fundamental rights and prevent people from living with dignity. We use creative and aggressive legal strategies against the most virulent forms of oppression to push the law to meet the demands of justice. Our advocacy work complements litigation to build power where it's most needed, among communities who have been pushed to the margins. Through strategic communications, we shift the dominant narratives that normalize rights violations and increase public support for our efforts.

Our approach is holistic, fearless, and relentless. By partnering with communities fighting for social justice and centering their struggles for liberation, we are able to transform systems, policies, and public narratives. In 2012, CCR launched its Fellowship program to deepen our work training the next generation of "people's lawyers."