

RHODE ISLAND WOMEN'S BAR ASSOCIATION **SEPTEMBER 2021 NEWSLETTER**

UPCOMING EVENTS:

RIWBA Kickoff Event - September 23, 2021, Providence G Rooftop

Please join us for IN PERSON, OUTDOOR drinks on the Providence G rooftop to kick off our membership year. Come meet up, network, grab a cocktail, and celebrate the fresh, new-start feeling that comes with every fall. This **complimentary** event is open to our members, guests, and anyone interested in becoming a member of the RIWBA. Hors d'oeuvres will be provided. The event will also feature the charitable organization, National Alliance on Mental Illness (NAMI), the nation's largest grassroots mental health organization dedicated to building better lives for the millions of Americans affected by mental illness. **RSVP now** through our [website](#) or email [Sam](#) Vasques.

RIWBA Book Club - September 29 and October 5

We're also thrilled to bring back our book club offering, "Concepts of Justice in Literature" with Adele Geffen Eil, Esq. This time we're reading *Devil in the Grove: Thurgood Marshall, the Groveland Boys, and the Dawn of a New America*. RSVP to [Sam](#) if you'd like to join either the September 29 or October 5 session, both at 12:30 p.m.

Coastline EAP - Various Dates, Zoom

Coastline is offering various sessions to help make wellness a priority in your life. They are offering everything from Desk Yoga to tips on Savoring the Good In Your Life. More details and dates are available in the attachment at the end of the newsletter.



Women, Influence & Power in Law Event, October 6-8, 2021

From the event's description, "Women Influence & Power in Law (WIPL) offers an opportunity for unprecedented exchange with women in-house and outside counsel. This unique event was created with the assistance of an advisory board comprised of high ranking women, General Counsel or direct reports to the GC, and were drawn from across the globe. These attorneys have the highest levels of expertise and experience leading legal departments and practice areas." For more information on this event, visit the website [here](#).

Ada Sawyer Centennial Celebration - POSTPONED

The Rhode Island Bar Association has postponed the celebration to commemorate the 100th anniversary of the first woman to pass the bar exam and be admitted to practice law in Rhode Island, Ms. Ada L. Sawyer, to Spring 2022.

DAIP Annual Luncheon - November 3rd, 12-1:30 pm, Virtual.

Each year, Rhode Island non-profit Diversity and Inclusion Professionals "DAIP" hosts an Annual Luncheon to gather its community, celebrate local folks who exemplify the best of equity and inclusion, and learn from an award-winning thought leader in the DEI space. This year's virtual event will honor our 2021 Award Winners, Nina Pande of Skills for Rhode Island's Future, and the Rhode Island Community Food Bank. Attendees will also engage with inspiring keynote speaker, Alexandria "Lexi" Butler, a tech and non-profit leader, who will lead the charge for all of us to become modern-day freedom fighters. For more information, email: information@daip.us

MEMBERSHIP HIGHLIGHTS:

Have you renewed your membership for 2021-2022? It can be done right on our [website](#).

Dobbs v. Jackson Women's Health Organization: On behalf of our organization, the RIWBA Board voted to join at least 22 other women's bar associations in signing an amicus brief in the Dobbs case. The case poses a direct challenge to *Roe v. Wade*, and it is the first time the Supreme Court will rule on the constitutionality of a pre-viability abortion ban since the decision in *Roe*. It was filed by the [Center for Reproductive Rights](#) on behalf of the sole remaining abortion clinic in Mississippi, [Jackson Women's Health Organization](#) (JWHO), after Mississippi passed a law banning abortion care beyond 15 weeks of pregnancy. [Women Lawyers On Guard](#), the [National Association of Women Lawyers](#), and the [Women's Bar Association of D.C.](#), plan to submit an amicus brief in support of JWHO's challenge to the Mississippi abortion ban. The brief will highlight societal reliance on the right to abortion for women's equal participation in society, and discuss the importance of *stare decisis*, as well as reliance on the precedent set out in *Roe* and later affirmed in *Planned Parenthood v. Casey*. Updates on the case can be found [here](#).

Want to brag on one of your fellow members? Including yourself? Email Jessica Rider at jrider@riag.ri.gov so that we can include those accomplishments in a future edition!

ARTICLES AND RESOURCES OF INTEREST:

American Immigration Lawyers Association has compiled a list of resources and ways to get involved in assisting Afghan refugees. Check it out [here](#).

What to be more innovative in your law practice? "To be a great innovator, learn to embrace and thrive in uncertainty." This article recaps the story of Madam C.J. Walker, America's first female self-made millionaire, a woman of color who innovated in the beauty product market. The story is connected to [research showing](#) that "innovators are much more comfortable making decisions under conditions of uncertainty than the average person." (*The Conversation*)

The Supreme Court is Deciding More and More Cases via the Shadow Docket. This [article](#) argues that the process undermines the public's trust in the Court. (*The Guardian*)

She went from Law to Starring in Shakespeare in the Park! A conversation with actress [Shola Adewusi](#). (Forbes).

The Demise of the [#Girlboss](#). Are there elements worth saving? (The Cut)

Have a valuable article or resource for our membership? Email [Leigh Furtado](#) to add it to next month's edition!



EMPLOYMENT OPPORTUNITIES:

The **Judicial Nominating Commission of Rhode Island** seeks candidates for the following vacancy: **Associate Judge of the Rhode Island Workers' Compensation Court**. Applications are due by 5:00 PM on THURSDAY, SEPTEMBER 16TH. More information is available at the end of this newsletter. To start the application process, interested qualified applicants should go to www.jnc.ri.gov and click on the link entitled "Begin Application Process".

Rhode Island Office of the Attorney General - Environmental and Energy Unit Chief within the Public Protection Bureau of the Civil Division. The Environment and Energy Unit affirmatively develops legal work and initiatives by using the legal authority of the Office of Attorney General to advocate for policies and advance litigation that protect Rhode Islanders from the effects of climate change and environmental hazards generally, promote government accountability, respond to disproportionate and inequitable environmental impacts borne by environmental justice communities, protect and preserve public access to Rhode Island's beaches and waterways and safeguard the State's natural resources for the benefit of all Rhode Islanders today and tomorrow. Eight to ten years of litigation experience is preferred. Strong candidates will have a demonstrated commitment to public interest law and experience in environmental law. More information available at the end of this newsletter.

Rhode Island Office of the Attorney General Honors Program - The Attorney General's Office is committed to protecting and serving the people and interests of Rhode Island through a broad range of duties. To advance its wide-ranging mission and recruit exceptional new attorneys to its team, the Office has established an Honors Program for recent law school graduates and newly admitted lawyers who are committed to a career in public service. Each year, talented new attorneys will be selected for a one-year, full-time fellowship at our Providence offices, where they will gain valuable experience while serving the people of Rhode Island as vital members of our team. Upon completion of the program, the participating attorneys may have an opportunity to seek continued employment with the Office. Attorneys will be selected for the Honors Program based on their commitment to public service, academic and intellectual ability, leadership qualities and experience, and relevant legal or policy experience. Honors Program attorneys will serve in the Office's Criminal Division and Civil Division. More information available at the end of this newsletter.

Massachusetts Department of Housing & Community Development - Associate Chief Counsel - The Associate Chief Counsel will provide agency-wide legal guidance on a variety of issues, develop agency policies and procedures, review and analyze proposed state legislation and inter-agency policy initiatives, assist the Chief Counsel in preparing information and analysis requested by Executive Office of Housing and Economic Development (EOHED) and/or legislative committees, and handle legal tasks related to DHCD programs. The Associate Chief Counsel will provide supervision of special projects that interface with multiple departments and organizations and require

administrative supervision to ensure that deadlines and reports are met. More information available at the end of this newsletter.

Are you hiring? Know someone looking for a top-notch applicant for an open position? Email [Leigh Furtado](#) to add an opportunity to our employment section!

MONTHLY MEMBER SPOTLIGHT:

The Monthly Member Spotlight is your cheat sheet to the incredible women who are your fellow RIWBA members. Keep an eye on your inbox, because you might be next!

This month, we are delighted to spotlight this year's RIWBA President, Sam Vasques!

- **Any good work from home tips?**

This is a weird one, but complete darkness. I've found that if I pull the shades in my bedroom, turn out the lights, and just have the computer screen going, it's easier to tune out the distractions that come with working from home. On the flip side, I'm pretty sure my neighbors think I'm a vampire.

- **What was your first paying job?**

Summer camp counselor! I went to YMCA camp for my entire childhood, since my dad worked there every summer, so it was no surprise that I had my first job there. I can still sing at least 12 different camp songs, tell a halfway decent ghost story, and make a Jacob's Ladder with my eyes closed.

- **What would you sing at karaoke night?**

John Denver's "Take Me Home, Country Roads"! I love belting that song out when I'm driving in the car. My poor kids have no choice but to listen to it over and over, and even though they're too little to really talk much, they both chime in with a loud "MAMA!" when the chorus goes "*West Virginia, country mama, take me home!*" Probably more of a plea along the lines of "Mama, please stop playing this song."



- **What is the last book you read?**

I usually have five or six books going at once, and one is always a romance novel. In that genre, I just finished Evie Dunmore's *Portrait of a Scotsman*, which is the third entry in her League of Extraordinary Women historical romance series. Loved it, and can't recommend the series more highly. It's got everything: historical detail, swoony romance, and the suffragist movement!

- **In fifty words or fewer, describe what you want other RIWBA members to know about your practice.**

I'm a litigation associate in the Providence office of the law firm Locke Lord LLP, and I represent a variety of commercial and governmental clients in a range of business, employment, and regulatory disputes. I feel lucky to have such an interesting mix of cases and clients, and such fantastic coworkers. Every day is something different!

NEXT MONTH'S ISSUE:

Have something you would like to see in the next newsletter? Let us know by September 30th to include it in the latest edition.

Want to join the newsletter committee? We would love to bring new perspectives on board (email [Leigh](#)). And as always, thanks for reading!

Leigh Furtado, Jessica Rider, Stephanie Simon & Sam Vasques

RIWBA Newsletter Committee



**SPECIAL ASSISTANT ATTORNEY GENERAL
ENVIRONMENTAL AND ENERGY UNIT CHIEF
CIVIL DIVISION
RHODE ISLAND OFFICE OF THE ATTORNEY GENERAL
PAYGRADE - 8740 (\$100,788 - \$116,190)
September 8, 2021 – September 29, 2021**

The Rhode Island Office of the Attorney General is seeking an experienced attorney to assume the position of Environmental and Energy Unit Chief within the Public Protection Bureau of the Civil Division.

About the Office: The Attorney General is the state's top lawyer and law enforcement official, protecting and serving the people and interests of Rhode Island through a broad range of duties. Every day, the Office's attorneys fight to ensure the public safety of the state's communities, improve the economic security of its citizens, safeguard the state's spectacular natural resources, and restore the public's trust in government. Assistant and Special Assistant Attorneys General represent the people of Rhode Island in civil and criminal matters before trial courts, appellate courts, and the supreme courts of Rhode Island and the United States. The Office is unique among attorneys general offices across the country. Out of fifty states, only two other offices share the same broad criminal mission. The Office's attorneys prosecute complex and violent crimes but also functionally serve as one of the nation's largest district attorney's offices, prosecuting all felonies throughout the state.

Civil Division: The Civil Division leads affirmative and defensive litigation on behalf of the state, counsels the Attorney General and other government officials, and performs a range of regulatory duties. From identifying and pursuing landmark civil actions against businesses and individuals that have harmed Rhode Islanders to defending state laws, state agencies, state general officers, legislators, and employees, the Division and its attorneys are at the forefront of matters being litigated before trial courts, appellate courts, and the supreme courts of Rhode Island and the United States.

Public Protection Bureau: The Public Protection Bureau has been recently created within the Civil Division of the Attorney General's office and is comprised of four units – Healthcare, Consumer and Economic Justice, Environmental and Energy and Civil & Community Rights. Each of these units affirmatively develops legal work and initiatives by using the legal authority of the Office of Attorney General to advance and protect dignity, quality of life and equity for all Rhode Islanders. The Public Protection Bureau and each of its units also engage with community members and advocates to identify needed change and with thought partners to understand drivers of poverty and inequities within existing systems. Litigation and other initiatives are chosen based on understanding where change is needed and the relationship of evident needs to larger drivers of inequity, and are prioritized by evaluating the potential for impact.

Environmental and Energy Unit: The Environment and Energy Unit affirmatively develops legal work and initiatives by using the legal authority of the Office of Attorney General to advocate for policies and advance litigation that protect Rhode Islanders from the effects of climate change and environmental hazards generally, promote government accountability, respond to disproportionate and inequitable environmental impacts borne by environmental justice communities, protect and preserve public access

to Rhode Island's beaches and waterways and safeguard the State's natural resources for the benefit of all Rhode Islanders today and tomorrow.

The mission of the Environment and Energy Unit is to develop and lead high-impact, cutting-edge advocacy efforts in the environment and energy sectors to improve the quality of life for Rhode Islanders, counsel government officials on environmental and energy-related issues; intervene in legal agency actions where the public interest may be significantly affected by the outcome and provide oversight with respect to state and federal agencies' regulatory actions and responsibilities.

Duties and Opportunities:

The Office is seeking an attorney to work with leadership and partners in the Civil Division to set the course for the work of this Unit. The Unit Chief is expected to fulfill the following roles:

- Lead litigation and supervise the work of Unit attorneys in both State and Federal Courts.
- Anticipate and understand current and emerging environmental and energy issues and look for opportunities to engage around those issues to protect Rhode Islanders and advance the mission of the Unit.
- Maintain standards of quality legal work.
- Maintain communication with community members to identify need, understand impact and report about work, working with the Public Information Officer and the Director of Community Engagement.
- Engage Civil Division attorneys outside the Environmental and Energy Unit.
- Along with leadership in the RIAG, work with agency partners throughout State government.

In this role, the Special Assistant Attorney General will be responsible for assisting in identifying and investigating potential cases, prioritizing Environmental and Energy Unit affirmative work, case development, pre-trial litigation, negotiation, written and oral argument, trial work, and appeals.

Opportunities for Special Assistant Attorneys General in the Civil Division also include attending National Association of Attorney General trainings and conferences throughout the country, serving on state, local, federal, and/or non-profit boards, commissions, working groups, and/or task forces as a designee of the Attorney General, providing substantive expertise to legislative or policy initiatives, supervising student interns as part of the Office's legal internship program.

Eligibility:

The successful applicant must have a law degree from an accredited law school and be an active member in good standing of the bar of any jurisdiction. If not a member of the Rhode Island Bar, the candidate must be eligible for admission to the Rhode Island bar and prepared to sit for the bar exam.

Qualifications:

Eight to ten years of litigation experience is preferred. Strong candidates will have a demonstrated commitment to public interest law and experience in environmental law. The position of Environmental and Energy Chief will require leadership skills, an interest in creative legal thinking and a demonstrated

ability to both envision and build on an organizational level. Candidates must have strong written/oral advocacy and negotiating skills and possess the capacity to function in a sometimes-high stress, demanding environment. Applicant must work well independently and as part of a team, including with other attorneys and support staff. Ability to work with other state government employees and communicate with members of the public is a must. Litigation experience in both state and federal court is preferred. The applicant should bring innovative thinking to the ways in which the Office of the Attorney General can consistently and increasingly meet the needs of Rhode Island residents.

The Attorney General's Office is stronger, more credible, and more capable when its attorneys bring diverse backgrounds, cultures, and perspectives to their work. The Office encourages all qualified applicants from all ethnic and racial backgrounds, veterans, LGBTQ individuals, and persons with disabilities to apply.

How to Apply:

Applicants should email (1) a cover letter summarizing why you are interested and describing the skills and abilities you possess that will enable you to succeed in this position, (2) resume, (3) list of three references: and (4) a writing sample to:

Aida Crosson
Director of Administration
Office of the Attorney General
150 South Main Street
Providence, RI 02903
ACrosson@riag.ri.gov

Other Information:

The selected applicant will be subject to a background investigation including reference checks.

Equal Opportunity Employer:

All qualified applicants will receive consideration without regard to race, color, sex, religion, sexual orientation, gender identity or expression, age, national origin, disability, or covered veteran status.

ATTORNEY HONORS PROGRAM
RHODE ISLAND OFFICE OF ATTORNEY GENERAL
PAY GRADE 8728 (\$64,000 - \$72,379)
August 23, 2021 – October 1, 2021

The Attorney General's Office is committed to protecting and serving the people and interests of Rhode Island through a broad range of duties. To advance its wide-ranging mission and recruit exceptional new attorneys to its team, the Office has established an Honors Program for recent law school graduates and newly admitted lawyers who are committed to a career in public service. Each year, talented new attorneys will be selected for a one-year, full-time fellowship at our Providence offices, where they will gain valuable experience while serving the people of Rhode Island as vital members of our team. Upon completion of the program, the participating attorneys may have an opportunity to seek continued employment with the Office.

Attorneys will be selected for the Honors Program based on their commitment to public service, academic and intellectual ability, leadership qualities and experience, and relevant legal or policy experience. Honors Program attorneys will serve in the Office's Criminal Division and Civil Division:

- **Criminal Division:** Nearly every prosecutor in the Office begins their service to the State by immediately heading to the courtroom—where they are given the opportunity to handle their own caseloads and hone their skills as a prosecutor. As they gain experience, and through rigorous and continuous training, professional development, and mentorship, they earn the opportunity to move up the prosecutorial ranks to handle more serious and complex cases. Similarly, Honors Program attorneys selected for the Criminal Division will gain incomparable courtroom experience working alongside the Office's newest prosecutors by prosecuting misdemeanor and felony cases in Rhode Island District Court, the Rhode Island Family Court, and the Rhode Island Traffic Tribunal. During their fellowship, they will also have the opportunity to support the Criminal Appellate Chief and the Criminal Division Chief with complex legal matters and special projects.

- **Civil Division:** The Civil Division defends the State through its Government Litigation Bureau and brings litigation and other initiatives through the Public Protection Bureau. In the Government Litigation Bureau, the Civil Division leads litigation on behalf of the state, counsels the Attorney General and other government officials, and performs a range of regulatory duties. The Public Protection Bureau, recently created within the Civil Division, is comprised of four units – Healthcare, Consumer and Economic Justice, Environmental and Energy and Civil & Community Rights. Honors Program attorneys selected for the Civil Division will have an opportunity to contribute to a wide range of matters and opportunities across the Division's bureaus and units—based both on the needs of the Division and the interests of the selected attorney.

Eligible Applicants:

The Attorney General's Office seeks applications for its Honors Program from:

- Third-year law students scheduled to graduate in 2022 (or fourth-year evening law students scheduled to graduate in 2022);
- Newly admitted lawyers in their first year of practice;
- Judicial clerks who will complete their clerkships by September 2022; and
- Individuals participating in government, academic, or public interest fellowships who will complete their fellowships by September 2022.

The 2022 Attorney Honors Program begins in September 2022.

All selected Honors Program attorneys must commit to a one-year term and must take the Rhode Island bar exam no later than July 2022.

Applying to the Honors Program:

To apply for the Program, complete the application form available on [the Attorney General's Office website](#) and submit the application with a cover letter (indicating preferred placement, if any), resume, writing sample, and law school transcript to: honorsprogram@riag.ri.gov

Completed applications must be submitted no later than October 1, 2021. Applicants may direct questions about applying to [**honorsprogram@riag.ri.gov**](mailto:honorsprogram@riag.ri.gov).

Additional Information

Attorneys participating in the Honors Program may have the opportunity to seek continued employment with the Attorney General's Office.

Rhode Island Attorney General's Office:

The Attorney General is the state's top lawyer and law enforcement official, protecting and serving the people and interests of Rhode Island through a broad range of duties. Every day, the Office's attorneys fight to ensure the public safety of the state's communities, improve the economic security of its citizens, safeguard the state's spectacular natural resources, and restore the public's trust in government. Assistant and Special Assistant Attorneys General represent the people of Rhode Island in civil and criminal matters before trial courts, appellate courts, and the supreme courts of Rhode Island and the United States. Through affirmative litigation, attorneys in the Office protect the public by bringing lawsuits against individuals and companies that break the law in ways that harm citizens and their communities. In criminal matters, the Office's attorneys prosecute complex and violent crimes but also functionally serve as one of the nation's largest district attorney's offices, prosecuting all felonies throughout the state.

The Rhode Island Attorney General's Office is an Equal Opportunity Employer. As with permanent positions, the Office is committed to a policy against discrimination based on race, color, religion, gender, national or ethnic origin, age, disability, marital or veteran status, sexual orientation, gender identity or expression, or employment status. United States citizenship is not required for Honors Program participation, but all applicants must be legally authorized to work in the United States and will be required to submit proof of eligibility.

Associate Chief Counsel - (2100074Y)

Official Title: Program Manager Specialist VI

Functional Title: Associate Chief Counsel

Primary Location: United States-Massachusetts-Boston-100 Cambridge Street

Job: Legal Services

Agency: Department of Housing & Community Development

Schedule: Full-time

Shift: Day

Job Posting: Aug 24, 2021, 11:24:45 AM

Number of Openings: 1

Salary: \$41,017.08 - \$118,000.00 Yearly

Bargaining Unit: M99-Managers (EXE)

Confidential: No

Department of Housing and Community Development (DHCD) is within Housing and Economic Development Secretariat and its work touches the lives of all Massachusetts residents. DHCD's mission is to strengthen cities, towns and neighborhoods to enhance the quality of life of Massachusetts residents by providing leadership, professional assistance and financial resources to promote safe, decent affordable housing opportunities, economic vitality of communities and sound municipal management.

The Associate Chief Counsel will report to the General Counsel and Deputy General Counsel in the Department of Housing and Community Development's Legal Division which is comprised of a staff of 25. The Associate Chief Counsel will supervise two paralegals and one administrative person.

The Associate Chief Counsel will provide agency-wide legal guidance on a variety of issues, develop agency policies and procedures, review and analyze proposed state legislation and inter-agency policy initiatives, assist the Chief Counsel in preparing information and analysis requested by Executive Office of Housing and Economic Development (EOHED) and/or legislative committees, and handle legal tasks related to DHCD programs. The Associate Chief Counsel will provide supervision of special projects that interface with multiple departments and organizations and require administrative supervision to ensure that deadlines and reports are met.

The legal professional serving in this role will have the opportunity to advise senior agency stakeholders on an array of key and critical agency policies, such as the budget, operational policies and procedures and continuous guidance and advice on specific programs and projects that impact the lives of countless well-deserving Commonwealth citizens.

The Associate Chief Counsel will contribute the expanse of their seasoned legal professionalism to craft system-wide policies specific to technology contracts and counsel management regarding data sharing agreements. Their understanding of these issues will provide agency-wide support for these critical issues.

The incumbent will develop agency-wide policies and procedures relating to compliance issues, such as state and federal procurement and financial controls; review contracts for state and federal program compliance; coordinate with Operational Services Division (OSD) and DHCD's procurement officer(s), Internal Controls Officer, and outside auditors; and draft and review procurement documents including Request for Responses (RFRs), due diligence postings and justification for emergency contracting.

They will assist with the daily management of the Office of General Counsel, including supervision of paralegals and administrative staff. The individual serving in the position will bring a vision of collaboration and inclusion to the agency. Duties will include providing functional direction to legal staff and executive personnel; assigning work, providing guidance and feedback related to policy direction; and reviewing performance for accuracy and conformance to laws, regulations, policies and agency procedures. In addition, the incumbent will provide supervision to interns, non-legal professionals, support staff and/or other personnel as needed and assigned to ensure best practices and that all assignments are on target.

REQUIRED QUALIFICATIONS:

1. A Juris Doctorate from an accredited law school, a current license to practice law in Massachusetts and a member in good standing of the Massachusetts Bar at the time of hire.

PREFERRED QUALIFICATIONS:

1. Have at least (5) years' experience practicing law with a concentration in complex transactional work. Experience in affordable housing programs, land use (zoning/permitting), government procurement and/or contracting and/or technology contracts is strongly preferred.
2. Demonstrated experience in drafting and negotiating complex multi-party agreements, including interagency agreements.
3. Have at least five (5) years of management experience, including supervision of legal and support staff.
4. Demonstrated expertise in analyzing and interpreting statutes, regulations, and administrative guidance.
5. Demonstrated knowledge of federal/state laws, rules, regulations, policies, and procedures relating to affordable housing and/or land use and/or procurement and contracting.
6. Demonstrated expertise related to data sharing issues, particularly as they affect data sharing agreements by public agencies.
7. Demonstrated ability to communicate effectively in written and oral expression.
8. Expertise in state and federal procurement and contracting requirements and financial controls.
9. Demonstrated experience establishing and maintaining collaborative working relationships with others and leading teams.
10. Professional ability to partner, collaborate and work with the full spectrum of today's contemporary multicultural professionals both internally and externally.
11. Contribute a vision of collaboration and inclusion to the agency. The person will also work to support a professional workplace community of inclusion: true belonging for all community members.
12. Must be thorough and detail-oriented and maintain accurate records.
13. Excellent analytical and pro-active problem solving skills, including creative and thoughtful approach to problem-solving, consensus building, and conflict resolution.

14. Experience that evidences the ability to independently determine specific tasks needed to accomplish an assignment; to prioritize work; complete assignments in a timely and satisfactory manner, coordinate competing interests to carry out multiple assignments simultaneously while working under time constraints.

15. Experience that evidences willingness and ability to exercise initiative and respond rapidly and responsibly to unanticipated events, issues and inquiries.

COMMENTS:

Please attach a resume, cover letter and writing sample with your application.

The DHCD welcomes diversity and looks to create the most diverse, professional workforce. Applicants from the Commonwealth's multi-ethnic demographics are encouraged to apply.

This position is currently a telework position. The successful candidate will work remotely but must be flexible and able to perform duties in a shared office workspace as required.

Salary placement is determined by years of experience and education directly related to the position and the Human Resources Division's Recruiting Guidelines.

Education, licensure and certifications will be verified in accordance with the Human Resources Division's Hiring Guidelines. Education and license/certification information provided by the selected candidate(s) is subject to the Massachusetts Public Records Law and may be published on the Commonwealth's website.

PRE-OFFER PROCESS:

A background check will be completed on the recommended candidate as required by the regulations set forth by the Human Resources Division prior to the candidate being hired.

QUALIFICATIONS:

MINIMUM ENTRANCE REQUIREMENTS: Applicants must have at least (A) five (5) years of full-time or, equivalent part-time, professional, administrative, supervisory, or managerial experience in a particular specialty (i.e. scientific, professional, or technical) and must possess current license and/or registration requirements established for the performance of the position, of which (B) at least one (1) year must have been in a project management, supervisory or managerial capacity or (C) any equivalent combination of the required experience and substitutions below.

Substitutions:

I. A certificate in a relevant or related field may be substituted for one (1) year of the required (A) experience.

II. A Bachelor's degree in a related field may be substituted for two (2) years of the required (A) experience.

III. A Graduate degree in a related field may be substituted for three (3) years of the (A) required experience.

IV. A Doctorate degree in a related field may be substituted for four (4) years of the (A) required experience.

If you have Diversity, Affirmative Action or Equal Employment Opportunity questions or need a Reasonable Accommodation, please contact Diversity Officer / ADA Coordinator: Marjie Lalli - 6175731254

An Equal Opportunity / Affirmative Action Employer. Females, minorities, veterans, and persons with disabilities are strongly encouraged to apply.

HOW TO APPLY:

Apply online at <https://massanf.taleo.net/careersection/ex/jobdetail.ftl?job=2100074Y>



**STATE OF RHODE ISLAND
JUDICIAL NOMINATING COMMISSION
NOTICE OF JUDICIAL VACANCY**

The Judicial Nominating Commission of Rhode Island seeks candidates for the following vacancy:

Associate Judge of the Rhode Island Workers' Compensation Court

To start the application process, interested qualified applicants should go to www.jnc.ri.gov and click on the link entitled "Begin Application Process". Applications **must** be submitted electronically. **PAPER APPLICATIONS WILL NOT BE ACCEPTED AND THE COMMISSION STRONGLY RECOMMENDS THE SUBMISSION OF ALL LETTERS OF RECOMMENDATION BY EMAIL.**

The **deadline for filing** applications with the Commission is **5:00 p.m. on Thursday, September 16, 2021. No applications received after the deadline will be considered.** Please note that once a candidate has submitted all required application materials, they **must notify the Commission Legal Assistant by email** (laura.verdecchia@lockelord.com). **A candidate's application will not be considered complete until the Commission Legal Assistant has received the confirmation email from the candidate.**

If you have any questions about the application process, please call Chairperson, Krystle Tadesse at (401) 528-5873, e-mail her at krystle.tadesse@lockelord.com or log on to www.jnc.ri.gov for more information.

The Judicial Nominating Commission encourages qualified applicants who will reflect racial, ethnic and gender diversity within the judiciary.

**KRYSTLE TADESSE, CHAIRPERSON
JUDICIAL NOMINATING COMMISSION**



September's Wellness Schedule

Make Wellness A Priority In Your Life

If you are looking for ways to ease stress and increase your well-being, then join us for one of the following live wellness sessions:

- Savoring the Good in Your Life
- Yoga At Your Desk
- And More...

To register click on the links below.
Register for as many zoom sessions as you would like:

Yoga at Your Desk (30 Min)

[Wed, September 1st @ 12pm EST](#)

Breathing to Ease Stress (30 Min)

[Wed, September 8th @ 12pm EST](#)

Savoring the Good in Your Life (45 Min)

[Mon, September 13th @ 12pm EST](#)

Intro to EAP + Mindful Breathing (30 Min)

[Tues, September 14th @ 11am EST](#)

Breathing to Ease Stress (30 Min)

[Wed, September 22nd @ 12pm EST](#)

**Creating a Sustainable Self-Care Practice
(30 Min)**

[Thurs, September 23rd @ 4pm EST](#)

Yoga at Your Desk (30 Min)

[Wed, September 29th @ 12pm](#)

Confidential support available anytime day or night
1-800-445-1195 / 401-732-9444