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## Position Announcement

We are excited to announce a job opportunity for the **Julian T. Pierce Native American Legal Fellowship** at Legal Aid of North Carolina.

**Position Title:** Julian T. Pierce Native American Legal Fellow

**Reports to:** Devin Trego, Managing Attorney, Fayetteville Office

**Employment Type:** Full-Time, Salaried Non-Exempt, Grant-funded

**Location:** Fayetteville Office, serving Southeastern North Carolina – primarily Robeson County, but also Scotland, Hoke, Sampson, and Cumberland counties

**Term:** October 1, 2026 to September 30, 2027 with the possibility of one-year extension based on office and client needs

**Application Deadline:** Applications accepted on a rolling basis until position is filled. Deadline for priority consideration is March 27, 2026.

**About us:** Legal Aid of North Carolina is a statewide, nonprofit law firm that provides free legal services in civil matters to low-income people to ensure equal access to justice and to remove legal barriers to economic opportunity. Legal Aid is an innovative, creative, progressive, and efficient civil legal service provider to the poor, working towards an inclusive justice system of equal access. All voices are valued, heard, and respected.

### Who we are looking for:

We are looking for candidates interested in:

- Direct impact for underserved clients, with a focus on Native American clients
- Intensive mentorship in rural legal advocacy
- Strong pathway into long-term public-interest careers

This position will involve hands-on litigation, community-based advocacy, and real client impact from day one. We are looking for a fellow who is willing to jump right in but who is also interested in mentorship: the fellow will receive strong training and supervision, and will work collaboratively with other attorneys in their office to develop their skills and holistically represent clients.

Applicants must have graduated law school before September 2026. You must not have previously held a full-time permanent, public interest lawyer position, though applicants coming from bridge/gap fellowships or clerkships are eligible. Contact [jobs@legalaidnc.org](mailto:jobs@legalaidnc.org) if you want to confirm eligibility.

**Why this role matters:** Legal Aid of North Carolina traces part of its history to the founding of Lumbee River Legal Services in 1976, a program created to expand civil legal assistance for low-income residents in Robeson County and surrounding communities. Lumbee attorney Julian T. Pierce (1950–1988) was among the early lawyers associated with that effort, helping build legal services capacity in a region marked by deep rural poverty and a large Native American population. His work reflected a deep commitment to ensuring that the legal system served Lumbee families and other underserved communities in southeastern North Carolina.



Pierce, a civil rights advocate, was raised in Robeson County. He attended Pembroke State University (later renamed University of North Carolina at Pembroke) and earned his law degree from North Carolina Central University School of Law. Early in his career, he represented low-income residents through Lumbee River Legal Services, focusing on removing legal barriers that affected Lumbee families and other rural residents.

Pierce played a significant role in the Lumbee Tribe's long effort to secure full federal recognition. In 1987, he helped prepare and submit a comprehensive petition to the U.S. Department of the Interior seeking federal recognition for the tribe. Pierce's legacy remains deeply connected to legal services, tribal leadership, and the pursuit of justice in eastern North Carolina. The cause to which he devoted so much of his life moved forward decades later when the Lumbee Tribe was granted full federal recognition in 2026.

**What you will do:**

- Represent Lumbee and other eligible clients in LANC priority practice areas.
- Provide legal assistance in matters involving housing, domestic violence protection, public benefits, and consumer protection.
- Conduct outreach and legal education in Lumbee communities and partner organizations.
- Coordinate referrals with tribal leadership, community organizations, and service providers.
- Assist with periodic Native American community needs assessments in Robeson and surrounding counties.

**What you will bring to Legal Aid of North Carolina:**

- Juris Doctor degree.
- A license to practice law in North Carolina or application to take July 2026 NC Bar exam.
- Commitment to public-interest legal practice.
- Interest in rural and tribal community service.
- Demonstrated cultural competence and commitment to serving diverse communities.
- Excellent verbal and written communication skills.
- Excellent organizational skills and attention to detail.
- Excellent judgement and discretion.
- Ability to prioritize tasks and to delegate them when appropriate.
- Ability to act with integrity, professionalism, and confidentiality.
- Proficient with Microsoft Office Suite or related software.
- Strong professional ethics.



**What we offer:**

- Starting salary of \$58,500 (*position contingent on admission to NC bar by start date*)
- Bonus of \$2,000 upon swearing in to the NC Bar
- Professional development opportunities
- Competitive benefits package including health, vision, and dental
- LRAP administered through NC LEAF (up to \$400 per month for eligible employees)
- Flexible work environment
- Paid time off (up to 21 days accrued first year and two flex days) and all federal holidays
- 401(k) retirement plan with a discretionary contribution
- Paid parental leave (up to 12 weeks)
- Disability insurance
- Paid employee life insurance
- Employee assistance program

**How to apply:**

Please provide a cover letter, resume, and contact information for three references as a single PDF titled "Pierce Fellowship – YOUR NAME".

Submit by email with the subject line "Pierce Fellowship Application – YOUR NAME" to [jobs@legalaidnc.org](mailto:jobs@legalaidnc.org). Applications accepted on a rolling basis until position is filled. Deadline for priority consideration is March 27, 2026.

*Legal Aid of North Carolina is proud to be an equal opportunity employer. All are welcome to apply. Selection will be based on relevant qualifications and work experience.*