



**Staff Attorney  
Job Announcement**

Work Level: Full-Time Exempt

Location: Santa Fe, NM; Denver, CO; Missoula, MT; Portland, OR

**Position Summary:**

The American West with its millions of acres of public lands, incredible diversity of ecosystems, and vibrant healthy communities needs dedicated attorneys to protect it. At a time when so much of what we value is in peril, WildEarth Guardians seeks two dynamic and motivated public interest-focused attorneys with at least five years of litigation or equivalent experience to join our team as staff attorneys. As part of the Guardians' legal team, the Staff Attorneys will provide legal support to one or more of Guardians' four programs—Wildlife, Wild Rivers, Wild Places, and Climate & Energy—by litigating cases on behalf of the organization, evaluating proposed legal actions and strategies, contributing to legal strategy development, and providing training to program staff as needed. These are litigation positions.

**Key Responsibilities:**

- Litigate cases primarily in federal court, but also potentially in state court and at the administrative level, pursuant to laws governing management and resource protection on public lands, the National Environmental Policy Act, the Endangered Species Act, the Clean Air Act, the Clean Water Act, and other environmental and land use laws.
- Develop and maintain relationships with outside counsel representing Guardians and work cooperatively as co-counsel with outside counsel.
- Evaluate litigation proposals from programs by conducting factual and legal research as needed in furtherance of such evaluation.
- Manage and mentor legal interns and contract legal assistance when appropriate.
- Willingness to travel around the United States for case-related matters. Guardians litigates in multiple western states including Colorado, New Mexico, Oregon, and Montana, as well as in the District of Columbia.

**Qualifications/Requirements:**

- Bar membership in at least one western state or District of Columbia
- Minimum of 5 years experience in litigation or a combination of litigation-adjacent experience such as administrative appeals/advocacy, record review, commenting on agency actions, or clerkship. Environmental and natural resources experience preferred.
- Ability to handle a busy litigation docket
- Solid skills in organization, writing, research, analysis, and oral advocacy
- Passion for protecting the American West and a
- Capacity to embrace conflict and cooperate without compromising Guardians' values
- Emotional maturity and self-awareness
- Willingness to take calculated risks
- Integrity, kindness, and sense of humor
- Commitment to justice, diversity, equity, and inclusion
- Proven ability to work independently as well as collaboratively

### **Compensation and Benefits:**

Guardians offers a competitive salary and benefits package, including full health and dental insurance, retirement benefits, paid vacation, health and family leave, a sabbatical policy, paid holidays, disability insurance, and a fabulous work environment that accommodates a flexible work schedule. Salary negotiable based on experience.

As an advocate for the health of the natural world, WildEarth Guardians affirms biodiversity, ecological unity, and the interdependence of all life. We highly value diverse perspectives and experiences. We are committed to advancing diversity, equity and inclusion, both within our organization and externally. WildEarth Guardians is an equal opportunity employer and actively strives to ensure fair and equal treatment of its employees and constituents regardless of differences based on culture, socioeconomic status, race, marital or family situation, gender, age, ethnicity, religious beliefs, physical ability, or sexual orientation.

### **To Apply:**

Please submit applications electronically to: [apply@wildearthguardians.org](mailto:apply@wildearthguardians.org). The hiring committee will review applications on a rolling basis, with an ideal start date of no later than September 28, 2018. No phone calls or in-person visits, please.

Applications should include, in a single pdf, the following: cover letter explaining (1) why you want to work for Guardians in general, and specifically in the legal program, (2) which of Guardians' four programs interests you the most and why, and (3) your preferred office location—Missoula, Santa Fe, Denver, or Portland; resume; one legal writing sample that is predominantly your work; and contact and relationship information for three professional references.