

Senior Attorney, Biodiversity Defense Program

Earthjustice

Bozeman | Chicago | Denver | Los Angeles | Miami | New York | San Francisco | Seattle | Tallahassee
Washington, DC

The Biodiversity Defense Program of Earthjustice is seeking a Senior Attorney to join our team of lawyers and advocates who work to stem the growing crisis of biodiversity loss. This role will be responsible for developing, filing, and litigating cases that advance a nationwide advocacy campaign to protect and preserve our remaining biodiversity, with a potential subject-matter focus ranging from insect pollinators to grizzly bears. The position may be based in our Seattle, San Francisco, Los Angeles, Bozeman, Denver, Chicago, New York, Washington, DC, Miami or Tallahassee offices. If compelling circumstances warrant, a remote work location may also be considered. Because the Biodiversity Defense Program has a nationwide focus, this position may entail occasional travel. The position is available immediately.

Earthjustice is the premier nonprofit environmental law organization. We take on the biggest, most precedent-setting cases across the country. We wield the power of law and the strength of partnership to protect people's health; to preserve magnificent places and wildlife; to advance clean energy; and to combat climate change. We partner with thousands of groups to engage on the critical environmental issues of our time and bring about positive change. We are here because the earth *needs a good lawyer*.

Founded in 1971, Earthjustice has a distinguished track record of achieving significant, lasting environmental protections. We achieve this by hiring people who share a passion for justice and a healthy environment. Our headquarters are in San Francisco with offices in Anchorage, Bozeman, Chicago, Denver, Honolulu, Juneau, Los Angeles, Miami, New York, Philadelphia, Seattle, Tallahassee, and Washington, DC.

Earthjustice launched a new Biodiversity Defense Program in the summer of 2021 to build upon our 50-year legacy of protecting wildlife species and their habitat by focusing renewed attention on the biggest drivers of biodiversity loss, including habitat destruction and over-exploitation of wildlife. The program's work is bringing Earthjustice's strategic, collaborative, and hard-hitting approach to environmental protection into new geographies and issues. In addition, because this work is immense and intersectional, a key piece of this program's strategy is partnering with our 14 regional offices and programs to add litigation and policy knowledge to their work and to build new partnerships. Further, we aim to advance policies to protect habitat critical to the survival of species, such as a national plan to permanently protect America's carbon-dense and biodiverse old-growth forests, reform of the federal oil and gas leasing program, and promulgation of regulations to implement the Endangered Species Act. The Biodiversity Defense Program currently consists of a Managing Attorney, two Senior Attorneys, an Associate Attorney, and a Litigation Assistant.

Our practice increasingly emphasizes a mentorship culture for staff at all levels, and we expect that every Senior Attorney will help nurture the development of early-career attorneys and other staff. Senior Attorneys also supervise Associate Attorneys and Litigation Assistants in connection with their work on particular projects and will be asked to serve as the formal supervisor for one or more team members.

Due to Covid-19, Earthjustice staff are temporarily working remotely from approved locations.

Responsibilities

- Develop new cases in a strategic fashion; conduct factual investigations; develop legal theories; draft pleadings and briefs; and otherwise manage new and existing cases within state and federal courts and administrative agencies.
- Litigate cases from beginning to end, performing all aspects of litigation.
- Develop and maintain partnerships with clients, allies, and coalition partners in litigation and other advocacy.
- Collaborate in team problem solving, litigation strategy, and project management.
- Manage relationships with co-counsel, clients, and coalition partners.
- Supervise the work of Associate Attorneys, Litigation Assistants, and Law Clerks.
- Integrate communications and legislative advocacy into litigation and other legal strategies, working effectively with other departments within Earthjustice, including Communications, Development, and Policy and Legislation.
- Support efforts to ensure a diverse, equitable and inclusive work culture that encourages and celebrates differences.
- Train and mentor Associate Attorneys, including by building their skills in the course of legal advocacy.

Qualifications

- Admitted to, or willing to apply for admission to, the bar association of the jurisdiction where the position is located.
- At least six years of litigation experience, with experience in the role of lead trial or appellate counsel.
- Demonstrated ability to effectively litigate complex cases—including the full range of litigation tasks, such as factual investigation, legal research, drafting of pleadings and briefing, and courtroom advocacy. Experience and skills with discovery, witness examination, and other aspects of trial practice will be considered a plus but are not essential. However, a willingness and enthusiasm to learn new skills as needed for effective litigation advocacy are essential.
- Excellent research, analytic, writing and communication skills.
- Experience collaborating with diverse allies and partners in advocacy work.
- Strong and demonstrated work ethic, initiative, and sound judgment.
- Ability and willingness to travel as needed for casework, court appearances, and other advocacy needs.
- Contributes to the creation of a diverse, equitable and inclusive work culture that encourages and celebrates differences.
- Commitment to public interest work and a passion for the role of Earthjustice and its mission, including a desire to fight for the right of all to a healthy environment.
- Willingness and ability to effectively supervise and intentionally mentor early career staff in connection with litigation and advocacy projects, and to help foster an inclusive and nurturing work environment

We offer a mission- and employee-focused work environment and a competitive compensation package, including excellent benefits. Earthjustice is an equal opportunity employer and highly values diversity.

Compensation is based on experience and location.

Location	Salary
New York, NY San Francisco, CA	\$159,100+
Chicago, IL Denver, CO Los Angeles, LA Seattle, WA Washington, DC	\$151,100+
Denver, CO	\$143,200+
Bozeman Miami Tallahassee	\$135,200+

To Apply

Interested applicants should submit via Jobvite:

- Resume.
- One to two page cover letter explaining your interest in this position and the skills you would bring to it.
- Writing sample, preferably a legal brief or memorandum you have written.
- Law school transcript.
- List of three references.

Preference will be given to candidates who apply by **March 13, 2022**. After that, applications may be reviewed on a rolling basis until the position is filled.

For litigators and advocates committed to saving the planet and the people who depend on it, Senior Attorney at Earthjustice is the best job on the planet. Learn more about our Senior Attorney careers and work online here: <https://earthjustice.org/about/jobs/senior-attorney>

Please reach out to jobs@earthjustice.org if you are having technical difficulties submitting your application. No phone calls, drop-ins, or hard copies.

Earthjustice is driven by a passion for justice, partnership and excellence. Our core values lead us to seek a broad range of perspectives and backgrounds to achieve our mission and to maintain an inclusive environment where all staff are valued and respected. As an equal opportunity employer, we are committed to employment practices that ensure that employees and applicants for employment are given equal opportunities without regard to race, color, national origin, ancestry, sex, age, religion, physical or mental disability, medical condition, veteran status, marital status, pregnancy, sexual orientation, gender identity, gender expression, genetic information or any other factor that is not related to the position.

For positions located within the City and County of San Francisco: Pursuant to the San Francisco Fair Chance Ordinance, we will consider for employment qualified applicants with arrest and conviction records.

For positions located within the City of Los Angeles: We will consider qualified applicants with criminal histories in a manner consistent with the Los Angeles Fair Chance Initiative for Hiring.