



## STAFF ATTORNEY / ASSOCIATE ATTORNEY POSITION

The Northwest Environmental Defense Center (“NEDC”) is seeking **either** a senior attorney, a staff attorney, **or** an associate attorney to help carry out the organization’s mission to protect water, air, and other natural resources in the Pacific Northwest from pollution and inadequate regulation. In each of our program areas, NEDC strives to prioritize environmental justice and improve environmental outcomes in low-income, racially diverse, and other traditionally disadvantaged communities. A central part of the attorney’s job will also be to provide hands-on learning opportunities to Lewis & Clark Law School students. The attorney’s duties will include developing and litigating federal and state cases, and representing NEDC in agency meetings, public hearings, administrative proceedings, and in collaborations with allied organizations. This work typically includes Clean Water Act enforcement actions against polluters, and challenging unlawful regulatory permits. The attorney will also assist with air quality research and advocacy, including working to reform air toxics regulations and reduce harmful diesel emissions.

While NEDC is an independent 501(c)(3) non-profit organization, students and professors at Lewis & Clark Law School in Portland, Oregon, launched the organization in 1969 and are integral to the organization’s work and success. Student volunteers work on substantive projects, and serve on the staff and board of directors. The attorney will supervise students, including a law clerk, and help them develop projects, review files, draft public comments, conduct legal research, and work on discrete litigation tasks. The attorney is expected to work at least 1-2 days per week from NEDC’s office at the law school and be accessible to students.

The ideal candidate is a self-starter who is confident working independently and as part of a team. The attorney will handle some pre-litigation and litigation tasks on their own, such as developing notice letters, engaging in settlement negotiations, and filing complaints. However, NEDC often relies on outside counsel to handle its cases, so the attorney will frequently serve as an in-house liaison and may assist or co-counsel with other attorneys on some cases. NEDC fosters a healthy amount of autonomy and encourages its staff to think creatively and craft innovative advocacy and legal strategies. The attorney will also work on media, administrative, fundraising, and communication activities.

NEDC values diverse perspectives and experiences, and seeks candidates who will help foster an equitable and inclusive organization. NEDC encourages attorneys to apply who will contribute to an equitable and inclusive atmosphere regardless of differences based on race, ethnicity, gender, age, sexual orientation, physical ability, marital or family situation and socioeconomic background.

Further, studies have shown that women and people of color are less likely to apply for jobs unless they believe they meet every one of the qualifications as described in a job description. We are most interested in finding the best candidate for the job, and that candidate may be one who comes from a less traditional background. If you are interested in applying, we encourage you to think broadly about your background and qualifications for the role.

## DESIRED QUALIFICATIONS AND SKILLS

NEDC is seeking either an associate attorney, a staff attorney, or a senior staff attorney. The following desired qualifications are applicable to all candidates submitting application materials:

- A law degree and a willingness to be licensed in Oregon within one year;
- Excellent research, writing, and oral advocacy skills;
- Demonstrated commitment to environmental advocacy;
- Interest in supervising law students on substantive projects;
- Working knowledge of federal environmental statutes.

In addition, candidates for each position should have the following qualifications and experience:

### *Associate Attorney*

- 0-3 years of relevant litigation experience

### *Staff Attorney*

- Admission to any state bar
- 3-5 years of relevant litigation experience

### *Senior Staff Attorney*

- Admission to any state bar
- 5 or more years of relevant litigation experience

## COMPENSATION AND BENEFITS

NEDC offers the following salary, dependent on experience:

- **Associate Attorney:** \$45,000-\$55,000
- **Staff Attorney:** \$55,000-\$65,000
- **Senior Staff Attorney:** \$65,000-\$75,000

In addition, NEDC offers health insurance reimbursement, retirement plan contributions, four weeks of paid vacation, 2 weeks paid sick days, paid state bar association dues, a bike and dog-friendly office space, and a flexible work environment.

## APPLICATION

Applicants should submit a cover letter, resume, and a separate statement (max 1 page) about your potential to contribute to NEDC's efforts related to diversity, equity, and inclusion, to [NEDCapplication@gmail.com](mailto:NEDCapplication@gmail.com) no later than 5 pm Friday, May 13, 2022.