

Job Title: Deputy Managing Attorney, International Program

Location: San Francisco, CA

Earthjustice is now accepting applications for a Deputy Managing Attorney to join our team of lawyers and advocates working to speed the transition from dirty fossil fuels to clean energy solutions in key countries around the world. We seek an experienced attorney with strong interest and skills in management and at least ten years of litigation or other relevant international legal advocacy experience to work with the Managing Attorney to lead the International Program's litigation and legal advocacy docket, and to ensure effective management and support of our team of lawyers and professional staff. This position will be located in San Francisco, CA, where our International Program is based.

Founded in 1971, Earthjustice is the nation's premier nonprofit environmental law organization with a distinguished track record of achieving significant and lasting environmental protections. We wield the power of the law and the strength of partnerships to protect people's health; preserve magnificent places and wildlife; speed the transition from fossil fuels to clean energy; and combat climate change. We partner with other organizations, supporters, and citizens to engage the critical environmental issues of our time, and to bring about positive change.

The International Program has a long history of working across borders to use US, foreign, and international law to protect the global environment. Drawing on deep experience in international human rights law, international environmental law, and US, foreign and international litigation, we work with partners in South Africa, South Asia, Australia, Indonesia, Latin America and elsewhere. Together with our partners, we use strategic legal advocacy to reduce dependence on dirty fossil fuels and to develop regulatory frameworks for, and remove obstacles to, the accelerated deployment of clean energy.

Essential Duties and Responsibilities

Management (approximately 60%-70%)

- Directly supervise up to seven program attorneys and professional staff, providing them with consistent performance feedback. Mentor and assist them in career advancement, and work with them to create and achieve professional development goals.
- Ensure that direct reports with supervisory responsibility properly execute those functions.
- Contribute to a learning culture by, *g.*, encouraging and facilitating debriefing after completion of significant stages of projects.
- Create a respectful and inclusive work environment for the team, and model respectful and inclusive behavior, through, *g.*, promptly addressing micro-aggressions and resolving interpersonal conflict among team members (with the help of outside facilitators when necessary).
- Create or identify strategic opportunities for team-building and staff engagement to strengthen teamwork, interaction and collaboration.
- Identify and use individual differences and strengths to improve employee satisfaction and the quality of collective work.
- Celebrate successes and help team members understand and manage setbacks.
- Work with the Managing Attorney and other staff to recruit, evaluate, and hire qualified candidates for open positions.
- Help ensure the advancement of Earthjustice's diversity, equity, and inclusion goals and values.
- Work with the Senior Legal Practice Administrator to implement internal operational policies and procedures.

Litigation (approximately 30%-40%)

- Work with the Managing Attorney and other staff to help develop and lead the program's growing body of work to speed the transition from dirty fossil fuels to clean energy solutions in key countries around the world.
- Under supervision of the Managing Attorney, provide primary leadership of one or more areas of programmatic focus.
- Develop cases and legal advocacy strategies to support program goals.
- Litigate cases and implement legal advocacy strategies from beginning to end, in collaboration with partners where appropriate.
- Cultivate new and diverse allies and coalition partners in support of our program goals, and that advance our efforts to ensure that social justice considerations inform every aspect of our work.
- Collaborate and manage relationships with co-counsel, clients, and coalition partners.
- Serve as a spokesperson for Earthjustice and our clients.
- Work effectively with other departments within Earthjustice, including Communications, Development, and Policy and Legislation, to achieve program goals.

Qualifications

- Juris Doctorate (JD) degree or equivalent non-US law degree.
- A minimum of 10 years of litigation or other relevant international legal advocacy experience.
- Licensed to practice law in the US jurisdiction in which the position is located, or willing and qualified to apply for and be admitted to membership within 14 months of employment.
- Ability to effectively manage and lead a diverse team, applying emotional intelligence (self-awareness and understanding of the impact of one's behavior) and cultural humility (an understanding of the need for additional learning about different and non-US cultures, backgrounds and orientations, and implementation of that learning in daily management practices).
- Excellent management skills, including ability to promote the career development of staff, and foster effective communication, collaboration, decision-making, and mutual respect.
- Commitment to and experience in developing team skills and talents to meet evolving needs and goals.
- Ability to give and receive regular formal and informal positive and constructive feedback in a timely, constructive, respectful, and consistent manner, and to incorporate debriefing into the team's operations.
- Experience and interest in coaching, guiding, and mentoring staff.
- Strong capacity for strategic thinking, including in designing and implementing effective litigation and legal advocacy.
- Ability to effectively manage a docket of legal advocacy strategies, lead a litigation team, and work collaboratively with colleagues and partner organizations.
- Proficiency in working with technical experts.
- Experience working in international and/or cross-cultural settings.
- Strong skills in communicating litigation and advocacy goals and messages to the media and supporters.
- Ability and willingness to travel.
- Commitment to serving the public interest, and a passion for the role of Earthjustice and its mission.
- Demonstrated awareness of and sensitivity to the needs and concerns of individuals from diverse cultures, backgrounds and orientations.
- Ability to contribute to the creation of a diverse, equitable, and inclusive work culture that encourages and celebrates differences.

Salary is based in experience and location.

Salary range in San Francisco, CA: \$170,910 - \$189,900 10+ years experience.

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.

To Apply:

Interested candidates should submit a:

- Resume.
- One- to two-page cover letter that explains your interest in the Deputy Managing Attorney position, and describes your approach to effective management.
- Writing sample that demonstrates your own legal analysis and writing (e., not written jointly with or edited by other people).
- List of three references.

Applications will be reviewed on a rolling basis until the position is filled.

Click here to apply: https://app.jobvite.com/j?cj=oGZMbfwm&s=Turtle_Talk

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 provided with 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.