



EARTHJUSTICE

BECAUSE THE EARTH NEEDS A GOOD LAWYER

Director, Outreach and Partnership Advancement

San Francisco, CA, New York, NY, Seattle, WA, Washington, D.C., Miami, FL, Chicago, IL, Tallahassee, FL, New Orleans, LA (remote), Houston, TX (remote)

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, supporters, individuals and communities to engage the critical environmental issues of our time, and bring about positive change. We are guided by a passionate, ambitious vision for the future for people and our planet: until justice stands for all, we will never rest. 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, Juneau, Los Angeles, Miami, Tallahassee, Honolulu, New York, Philadelphia, Denver, Seattle, Bozeman, Chicago, and Washington, DC.

Earthjustice has a long history of working with community partners in many of its legal cases and other advocacy over the years. The Director of Outreach and Partnership Advancement will work to support Earthjustice regional offices, programs and teams, as we deepen our commitment to partnership-based advocacy. The Director will particularly focus on broadening and deepening Earthjustice's ability to partner with frontline communities and the organizations that work on their behalf. This position will work closely with program and regional office leadership and litigation staff to assess current partnership portfolios and to develop and implement partnership-focused strategies that expand our relationships with and representation of frontline and overburdened communities.

Earthjustice recognizes that many communities live with constant threats to their wellbeing, history, culture and identity, are systematically excluded from environmental decision-making, and are targeted to receive disproportionate pollution burdens. We partner with and represent the members of many such communities as well as local grassroots organizations that represent them. Earthjustice wants to increase our capacity to do this effectively. To this end, the Director of Outreach and Partnership Advancement will work with our Regional Offices and Programs, as well as the Policy and Legislation and the Communications Departments, to craft coherent goals, plans, and best practices for effective partner outreach, and for the cultivation and maintenance of relationships that center mutual respect and trust. The Director's goal will be to help build the widespread institutional capacity, resources, and skills necessary to support meaningful and lasting relationships with community-based organizations and other partners.

The Director will primarily focus on assisting Earthjustice staff in developing intentional approaches to outreach and partnership and building functional partnership networks that support expanding bodies of work with frontline communities, grassroots groups, and other partners. This includes but is not limited to organizations that serve low-income communities, communities of color, and other communities that have been historically target to receive heavy pollution burdens. The Director may also maintain their own organization-level relationships with key partners, serve as an Earthjustice ambassador (along with program staff) at events hosted by partners or events that bring partner groups together, and may serve as an initial Earthjustice point of contact for organizations or communities seeking to engage with Earthjustice.

The Director will help connect staff to resources, knowledge and best practices across departments to enhance the overall experience for external partners. The Director will also work with leadership across the organization to identify and secure resources to support partnership efforts; identify needed trainings; and help manage and disseminate partnership-relevant information.

Ultimately, the Director of Outreach and Partnership Advancement may supervise other staff focused on partnership building and support.

This position can be based in one of the following Earthjustice office locations below, it is not a remote work position. However, beginning September 7, 2021, Earthjustice staff will be working two days a week in the office. After six months, the Executive Leadership Team will evaluate whether to adjust our hybrid work plan.

Office Locations: San Francisco, CA, New York, NY, Washington, DC, Chicago, IL. We will also consider candidates from other locations in New Orleans, LA, Tallahassee or Miami, FL, Houston, Texas or Seattle, WA.

Responsibilities:

- Work with Earthjustice departments, offices, and programs to assess current partnership portfolios and assess partnership goals in connection with strategic docket development.
- Work with Earthjustice departments, offices, and programs to conduct partnership mapping around their regions/bodies of work and help them develop strategies to deepen and broaden their work with community-based groups and other partners. As practicable, support the implementation of those strategies.
- Make recommendations to the Program Leadership Team regarding needed resources, effective strategies, and other investments to for increasing partnership outreach capacity across our areas of work.
- Work with the Internal Communications and the Diversity, Equity, and Inclusion teams to guide internal collaboration and communications related to partnership cultivation and support.
- Conduct or arrange trainings, create tools, and identify other resources for Earthjustice staff to increase their cross-cultural competency and to socialize best-practices in building and maintaining partnerships and community-based relationships.
- Help Program Leadership Team better understand what infrastructure, support, and resources are needed to succeed in Earthjustice's partnership efforts and to inform the adoption of partnership-related processes, policies, and metrics to facilitate and track progress.
- Create and maintain a partnership database and other appropriate informational resources.
- Work with the General Counsel's Office to problem-solve potential legal ethical conflicts that might arise in connection with new and ongoing partnership efforts.
- Engage and collaborate with Earthjustice's Tribal Partnerships Director and the Managing Attorney of the Community Partnerships Program as needed.
- In cooperation with program staff, help to cultivate and support relationships with national organizations that work with communities who are historically targeted to carry heavy pollution burdens.
- Serve as an initial point-of-contact for communities and other partners seeking to engage with Earthjustice.
- Attend conferences and other events that have a partnership focus.
- Supervision will not initially be a responsibility; however, the Director of Outreach and Partnership Advancement may eventually supervise other staff focused on partnership building and support. Support and advance efforts to ensure a diverse, equitable and inclusive work culture that encourages and celebrates differences.

Qualifications:

- Bachelor's or master's degree in relevant field, or a J.D.
- At least ten years of community advocacy, community engagement or organizing, or community lawyering experience, including experience working on intersectional movement and coalition building on issues of relevance to frontline, underrepresented, and underserved communities.

- Experience representing or working in direct partnership with community-based groups. Excellent writing, analytical, and oral advocacy skills.
- Ability to work independently, prioritize tasks, and manage multiple deadlines.
- Experience managing and training others on developing cross-cultural relationships or partnerships.
- Prior legal or legislative advocacy experience a plus.
- Strong leadership skills and the ability to work effectively and respectfully with leadership of both large organizations and community-based groups.
- Strong skills in communicating advocacy goals and messages to diverse stakeholders.
- Strong and demonstrated initiative, good judgment, creativity, and work ethic.
- Ability and willingness to travel as needed.
- Strong interpersonal skills, including the ability to work collegially internally and externally, and the ability to resolve conflict in a positive and productive manner.
- Demonstrated awareness and sensitivity to the needs and concerns of individuals from diverse cultures, backgrounds, and orientations.
- Commitment to help create a diverse, equitable, and inclusive work culture that encourages and celebrates differences.
- Commitment to serving the public interest and a passion for justice.
- Bilingual English and Spanish speaking and writing ability is a plus.

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.

Salary is based on experience and location.

Salary range in San Francisco, CA, or New York, NY: \$180,500 - \$200,500

Salary range in Washington, DC, Seattle, WA, or Chicago, IL: \$171,500- \$190,500

Salary range in Houston, TX, New Orleans, LA, Tallahassee or Miami, FL: \$153,500 - \$170,500

** Both the NOLA and Houston locations will be remote start as we identify office space*

To Apply:

Interested candidates should submit a:

- Resume
- Cover letter that addresses (1) why you are drawn to this position and whether there are particular legal, environmental, or justice issues that inspire you; (2) aspects of your background that demonstrate leadership in developing and maintaining advocacy-based partnerships (including with community based groups); and (3) management and supervisory experience if any.
- Three professional references.

Preference will be given to candidates who apply by September 8, 2021. After that, applications may be reviewed on a rolling basis until the position is filled. Earthjustice brings our associate attorneys on board on a quarterly schedule during the months of January, April, June and September.

[Click here to apply.](#)

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 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.