



Associate Attorney, CA Regional San Francisco, CA

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, Tallahassee, Miami, Honolulu, New York, Philadelphia, Denver, Seattle, Bozeman, Chicago, and Washington, DC.

With staff in San Francisco, Sacramento, and Los Angeles, Earthjustice's California Regional Office fights for the rights of all to a healthy environment, including: protecting communities and public lands from oil development, safeguarding ocean and terrestrial ecosystems and imperiled species, advancing clean energy innovation, clearing the air in Los Angeles and the Central Valley, opposing hazardous fossil fuel transport, and fighting dangerous pesticide use. This position will entail a combination of litigation and advocacy work before administrative agencies.

The [Associate Attorney](#) position is a three-year position, with potential for extension. The Associate Attorney program is designed to help attorneys who are in the early stages of their careers to develop into thoughtful, professional, and effective advocates skilled in the various phases of public interest litigation. As Associate Attorneys gain experience, they gradually take on more independent responsibility for their cases, but work throughout their tenure under the supervision of a Senior Attorney, Deputy Managing Attorney, or Managing Attorney. Many Associates have gone on to other positions within Earthjustice and with other public interest organizations.

The Associate Attorney position will be based out of San Francisco. The annual salary range for this role is \$87,400 - \$104,600.

Responsibilities:

The level of duties and responsibilities for an Associate Attorney will vary depending on experience. However, among other responsibilities, the Associate should be able to:

- Conduct legal and factual research and prepare memoranda on issues relating to ongoing and potential litigation projects.
- Review and analyze a paper record and interview fact witnesses and scientific experts.
- Draft motions, briefs, and other pleadings.
- Prepare comments on proposed agency actions, permits, and environmental review documents.
- Advocate in front of administrative agencies for strong health and environmental protections.
- Investigate facts and assist with case development.
- Assist in or take the lead in preparing a legal brief.

- Appear in court under the supervision of a more senior attorney.
- Interact with clients and coalition partners on a regular basis.
- Communicate with the news media.
- Hire and supervise law students who work at Earthjustice as interns or clerks.

Qualifications:

- Law school graduate admitted, or willing to apply for admission, to the California State Bar or currently in final year of law school and willing to begin shortly after sitting for the February 2022 California Bar exam.
- Up to four years of litigation or other relevant experience post law school.
- Excellent legal research, writing, and analytical skills.
- Strong self-motivation, solid work ethic, and sound judgment.
- Ability and willingness to work closely and in collaboration with others.
- Strong desire to fight for the right of all to a healthy environment.
- Interest in public interest work.
- Willingness to travel as needed for docket management.
- Demonstrated awareness and sensitivity to the needs and concerns of individuals from diverse cultures, backgrounds, and orientations.
- Contributes to the creation of a diverse, equitable, and inclusive work culture that encourages and celebrates differences.
- Willingness to contribute to recruiting, hiring, developing, and retaining a diverse and inclusive workforce.

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 or two page cover letter that addresses why you want to work at Earthjustice, and/or what life experiences draw you to Earthjustice's mission, and the skills you would bring to the position.
- Writing sample, preferably a legal brief or memorandum that primarily reflects your work.
- Law school transcript.
- List of three professional references.

Preference will be given to candidates who apply by October 25, 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 only accepts resumes submitted for positions that are currently open. Unsolicited resumes, or resumes for posted positions that are not submitted via the on-line application process (where available), will not be reviewed or retained.

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.