

Job Announcement: Staff Attorney or Senior Attorney

Organizational Overview: Columbia Riverkeeper is a successful nonprofit organization that unites communities to fight for clean water, strong salmon runs, and our climate. Columbia Riverkeeper advances high-profile campaigns to recover healthy salmon populations and protect the Columbia River from fossil fuels, toxic pollution, the Hanford Nuclear Site, and other threats facing river communities. Our work is featured in national media, including CNN, the New York Times, Wall Street Journal, and the Los Angeles Times.

Across our campaigns, we promote equity, diversity, and inclusion in environmental decisions and our own actions. This includes working in solidarity with Tribal Nations to achieve common goals. [Our team](#) includes community organizers, scientists, communications specialists, and attorneys. To learn more about our commitment to justice, equity, diversity, and inclusion, [click here](#). To learn more about our values, [click here](#).

Location: Work from Columbia Riverkeeper's Portland or Hood River, Oregon, offices at least one day a week; potential to work remotely part-time.

*Note: Work-from-office expectations are subject to change as Columbia Riverkeeper evaluates implementation of post-pandemic policies.

Status: Full-time employee; FLSA Exempt Position (salaried).

Position Description: Depending on years of legal experience, Columbia Riverkeeper is hiring for either a staff attorney or a senior attorney. This attorney will work with Columbia Riverkeeper's team of community organizers, communications specialists, and attorneys to advance the organization's mission and values. Initially, the position will focus on Columbia Riverkeeper's [Stopping Pollution](#) program. Specifically, the attorney will enforce the Clean Water Act and provide legal and policy strategies to address toxic pollution and contaminants of emerging concern. In addition, the attorney will provide occasional legal support to Columbia Riverkeeper's [Saving Salmon](#) and [Fighting Fossil Fuels](#) program areas. The position is designed for an attorney with at least three years of litigation or staff attorney experience who is excited to apply their legal skills to both policy initiatives and litigation. Preference will be given to candidates who have experience working with or for Tribal Nations, in public interest environmental law, land use law, or a demonstrated commitment to environmental justice. The position requires travel for meetings and occasional evening and weekend work and travel.

Responsibilities:

- **Develop and Execute Campaigns:** Work with Columbia Riverkeeper's staff and regional partners to develop and execute campaigns to protect and restore water quality in the Columbia River. Identify and develop new rulemaking, legislative, and/or litigation strategies to advance Columbia Riverkeeper's mission. Execute these campaign strategies by drafting technical and legal comments, participating in rulemaking committees or other government committees, strategic litigation, corresponding and meeting with agency and elected officials, building coalitions with diverse partners, and engaging with the media and Columbia Riverkeeper's members.
- **Litigate:** Represent Columbia Riverkeeper in a variety of civil cases, including Clean Water Act lawsuits addressing illegal pollution. Duties would include developing potential claims and cases to complement campaign goals; researching and drafting memoranda, pleadings, motions, and briefs; participating in discovery; and representing Riverkeeper in court. Most litigation would involve co-counseling with outside law firms.
- **Communications and Media:** Help communicate Columbia Riverkeeper's legal and policy work to the media, our members, and the general public. Support Columbia Riverkeeper's communications staff by participating in media interviews and drafting or reviewing press releases, OpEds, newsletter articles, emails, fact sheets, issue papers, website posts, and social media.

- **Tribal Outreach:** Maintain regular communications with attorneys and other staff at Columbia River Tribes and Inter-Tribal agencies regarding legal and campaign matters of interest to Tribes, as well as emerging issues.
- **Supervise:** Periodically supervise and mentor volunteers and law clerks. Depending on experience, this position may supervise other employees in the future.
- **Development:** Occasionally assist in fundraising, including helping to apply for and report on grants, as well as funder stewardship.

Required Qualifications and Skills:

- **Staff Attorney:** Three to six years experience as a practicing attorney. **Senior Attorney:** 7 or more years of experience as a practicing attorney. *Note: Relevant experience and outstanding work prior to obtaining a law degree will be considered.
- Experience practicing, or other relevant experience in, environmental, natural resource, federal Indian, Tribal, or administrative law.
- Demonstrated commitment to public interest advocacy and environmental justice.
- Life or work experience that demonstrates an understanding of and commitment to advancing equity, diversity, and inclusion.
- Excellent writing, research, and critical thinking skills.
- Willingness to speak publicly about Columbia Riverkeeper's work.
- Attention to detail and time management skills, including demonstrated ability to meet deadlines.
- Proven ability to work independently and in a team environment.
- Member of Oregon or Washington State Bar or qualifications to gain admittance through reciprocity.
- Ability to travel throughout the Columbia River basin.
- Ability to work for long hours, in an office setting, at the computer.

Preferred Qualifications and Skills:

- Experience with Clean Water Act or Clean Air Act enforcement, policy development, or policy implementation (*please note this experience in your cover letter).
- Experience working for, or in solidarity with, Tribal Nations (*please note this experience in your cover letter).
- Experience supervising staff or interns.
- Knowledge of policy making and political processes in the Columbia River basin.
- Background in science or natural resources management.
- Local, state, or federal lobbying experience.
- Motivated to make a difference for all people who rely on the Columbia and creative problem solving skills.
- Experience working with coalitions.

**A note to potential candidates: Studies have shown that women, trans, non-binary, BIPOC, and other candidates from most-impacted communities are less likely to apply for jobs unless they believe they meet every single one of the qualifications as described in a job description. We are committed to building a diverse and inclusive organization. We would strongly encourage you to apply, even if you don't believe you meet every one of the qualifications described.*

Reports to: [Legal Director](#)

Salary & Benefits:

Staff Attorney (3 – 6 years practicing attorney experience): \$65,000 to \$85,000 starting annual salary, depending on experience and qualifications.



Senior Attorney (7 – 15+ years of practicing attorney experience): \$86,000 - \$123,000 starting annual salary, depending on experience and qualifications.

Benefits include 100% employer-paid medical and dental insurance, generous vacation package, 401(k) employer contribution and partial matching, paid state bar association dues, annual continuing legal education budget, annual self-care bonus, and an encouraging and flexible work environment.

To Apply: Email a cover letter, resume, at least three references, and a short writing sample that is entirely your own work to info@columbiariverkeeper.org with the subject line "Attorney Job." Please combine the cover letter, resume, references, and writing sample into a single PDF attachment titled "LastName.FirstName Attorney."

Application Deadline: February 16, 2024.

Start date: Flexible, preferred mid-April, 2024.

Columbia Riverkeeper is committed to creating a diverse work environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), parental status, national origin, age, disability, genetic information (including family medical history), political affiliation, military service, or other non-merit-based factors.