



Job Announcement: Staff Attorney - Law & Policy Program Director
November 22, 2022

LOCATION: SEATTLE, WA
COMPENSATION: \$70,000 - \$80,000

Puget Soundkeeper (PSK) is hiring a full-time Staff Attorney to be Director of our Law & Policy Program. We seek a passionate, community-focused professional with a commitment to clean water and healthy communities who can help drive the progress needed to protect and enhance the Sound for the people, tribes, and ecosystems that rely on clean water. Through environmental enforcement, administrative and agency advocacy, strategic litigation, and community lawyering, the Director will lead our robust, Sound-wide legal docket as well as manage our legislative and policy team working in Olympia and with stakeholder groups across the region and nation. The Director reports to the Executive Director and allows for limited, flexible remote work but should be ready to be in the Seattle office often.

Key Responsibilities

- **Litigation (50%).** Manage litigation docket and provide in-house counsel on lawsuits and appeals. Specifically, this includes researching and recommending new cases and strategies; managing intake of cases proposed by outside counsel; ensuring all new cases and case strategies are aligned with PSK's Strategic Plan; managing case budgets, and tracking deadlines; working with partners, community members, and other attorneys on collaborative cases; joining pollution patrols on the water; and tracking of compliance and settlement outcomes.
- **Policy Advocacy (15%).** Actively develop and engage in out-of-court advocacy, including researching policies and issues relevant to PSK's mission, developing strategic campaigns for stopping water pollution and protecting communities, commenting on rules and permits, and engaging with advocacy coalitions around the Sound.
- **Community Lawyering (15%).** Build a presence within and relationships with communities most impacted by pollution with the goal of sharing power and resources, and allowing community lived experience to inform case strategies.
- **Management & Coordination (15%).** Supervise the Policy Manager (who also runs our lobbying efforts and contractors), coordinate and mentor legal interns, sustain relationships with law clinics and support clinic projects, and build bridges with attorneys at partnering NGOs.
- **Communications (5%).** Support external communications and public outreach regarding PSK's law and policy work, including as a spokesperson for the organization.

Overall, Soundkeeper seeks someone with attention to detail, who is comfortable working with communities and partners in a wide array of situations – both in the public and behind a desk, can multi-task under tight deadlines and pivot quickly when an emerging need arises, and who is willing to help colleagues where and when needed as a full member of our all-hands-on-deck team.

Our job descriptions are general overviews, not a mandatory comprehensive list. If you feel passionate about our efforts and believe that you have the skills to contribute, we want to hear from you!

Other Potentially Relevant Qualifications

- 5+ years of experience in environmental legal advocacy and policy work at state, local, and federal level; experience with water quality and Puget Sound topics is preferred but not required.
- Bar admission required; license to practice in WA State not required immediately upon hiring.
- Demonstrated aptitude for quickly grasping new technical information and converting it to internal recommendations and strategies as well as external talking points and action plans.
- Strong legal writing and public speaking skills.
- Commitment to social justice, community protection, and ethical lawyering.
- Strong time management skills, ability to work independently under tight deadlines, and ability to pivot between projects sometimes on short notice.
- Strong education, presentation, and communications skills.
- Experience in cross-cultural community engagement, comfort speaking to diverse audiences, strong interest in advancing equity in the environmental movement, and an understanding of systemic barriers to participation.
- Growth mindset, interest in lifelong learning and in developing leadership skills.
- Passion for Soundkeeper's mission.

Please note: Data shows that women and BIPOC candidates often hesitate to apply for a job because they may not meet all the qualifications listed. This is not a mandatory comprehensive list; if you feel passionate about our efforts and believe that you have the skills to contribute, we want to hear from you!

The Director salary range is \$70,000 - \$80,000 depending on qualifications and experience. The position provides full health care and other benefits, including a closed-office winter holiday during the last week of the calendar year, employer-paid LTD policy, flexible work scheduling, and more. Any successful candidate must be willing to work, as needed, on some weekends.

About Puget Soundkeeper

Puget Soundkeeper's mission is to protect and enhance the waters of Puget Sound for the health and restoration of our aquatic ecosystems and the communities that depend on them. The organization was just the sixth "Waterkeeper" organization created and is a founding member of the Waterkeeper Alliance, a global network of clean water advocacy groups with over 340 Waterkeepers worldwide. Since 1984, Soundkeeper's highly effective team has taken on numerous significant legal battles, driven campaigns with local and national implications, and supported communities grappling with environmental injustice. The work continues. Every day we are learning new ways to be better stewards of the Sound, and we seek to make decisions informed by this learning that will advance clean water progress. Working with our community partners and local leaders, there is much work to do in order to achieve our shared goals for the waters of the Puget Sound and Salish Sea.

How to apply

Please submit a 1-page cover letter, resume, and short (under 10-page) writing sample, saved as a single PDF document titled as your name ([Last.First.pdf](#)) with "[Staff Attorney](#)" in the subject line to our team at resumes@pugetsoundkeeper.org.

Priority review of applications will begin on December 1, 2022, and the position will remain open until filled. Soundkeeper's goal is to have the candidate selected and ready to start work as soon as possible. Contact us for any questions at resumes@pugetsoundkeeper.org (no calls please).