



Ensuring the Great Lakes Are Healthy, Public, and Protected for All

January 10, 2024

Staff Attorney

For Love of Water (FLOW) seeks to hire a Staff Attorney to join our growing legal program. Our legal team advances FLOW's water protection programs through administrative and courtroom advocacy. We're looking for a passionate litigator and advocate ready for hands-on work on the shores of northern Lake Michigan. Responsibilities and opportunities include writing legal briefs and policy memos, doing fact research, attending coalition meetings and hearings, and participating in organizational events. The Staff Attorney will represent FLOW and its thousands of members in active litigation to protect public waters and keep them public, clean up waterways, and enforce state and federal environmental laws.

About FLOW: We are Great Lakes water guardians based in Traverse City, Michigan. As an independent, non-partisan, 501(c)(3) nonprofit organization, FLOW works to protect 20% of the planet's fresh surface water for the benefit of all who rely on this ecosystem. We are a trusted information source for citizens and decision-makers on issues affecting the Great Lakes, groundwater, and drinking water, from the Midwest to DC, Ottawa, and beyond, advancing cutting-edge public trust policy solutions through impact litigation, legislation, and advising state and federal agencies.

Responsibilities

The Staff Attorney will partner with the Legal Director and FLOW's deep bench of legal advisers and professional staff to investigate, develop, and pursue administrative and courthouse advocacy. Depending on experience, the Staff Attorney's docket may include primary responsibility for cases, or a training phase working up to that level, always with the support of a team. Specific responsibilities include:

- Working closely with attorneys, scientists, and professional staff to build cases and support policies serving diverse clients.
- Participating in the full range of tasks involved in administrative advocacy and complex litigation, including factual investigation, legal research, memo writing, briefing, and oral advocacy. ● Interacting with clients and working with experts to develop a clear understanding of the facts involved in each case and, ultimately, to support our litigation goals.
- Representing FLOW on calls and at meetings with clients, partners, co-counsel, and experts. ● Developing skills required to serve as a spokesperson with print and other media. ● Assisting with hiring and supervision of student law clerks or recent graduates in fellowships.

Qualifications

- Law school graduate admitted to, or eligible for and willing to pursue admission to, the Michigan State Bar.
- 2 or more years of litigation experience.
- Ability and desire to contribute to the creation of a diverse, equitable, and inclusive work culture that encourages and celebrates differences.

- Demonstrated awareness of and sensitivity to the needs and concerns of individuals from diverse cultures, backgrounds, and orientations.
- Experience working with grassroots, disadvantaged, and/or culturally diverse communities is a plus.
- Excellent legal research, writing, analytical, and communication skills.
- Familiarity with Anishinaabemowin is a plus.
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- Strong work ethic, good judgment, initiative, and creativity.
- Ability to work independently and as a collegial team member.
- Commitment to public interest work and a passion for the role of FLOW and its mission.
- Familiarity with environmental and cultural issues in the Great Lakes basin is a plus. ●
- Strong desire to fight for the right of all to a healthy, public Great Lakes watershed.

Compensation is based on years of experience.

Salary Range for 2-6 years experience: \$90,000-\$110,000

To Apply

Interested applicants should submit via the application link below:

- Resume.
- One-page cover letter that addresses at least the following subjects: (1) your legal skills; (2) your interest in FLOW's mission and relevant job or volunteer experience; and (3) aspects of your background that show competence to work with diverse clients and colleagues.
- Legal writing sample, written primarily by you.
- Unofficial law school transcript.

EEO statement: FLOW is committed to fostering, cultivating, and preserving a diverse and inclusive workplace, and seeks a wide range of perspectives and backgrounds. An equal opportunity employer that does not discriminate in employment, promotion, compensation, or other terms and conditions of employment on the basis of race, sex, sexual orientation, gender identity, color, religion, national origin or ancestry, age, marital status, disability, veteran status, or any other basis prohibited by applicable law, FLOW encourage all qualified candidates to apply.

To apply: Please complete our [online application form](#). Applications will be accepted until the position is filled, and we are looking for candidates who can start within the next three months. For further information about FLOW, please visit www.ForLoveOfWater.org. We prefer no phone calls, drop-ins, or hard copies.