



**PUGET
SOUNDKEEPER®**

Job Announcement

Staff Attorney

December 2025

LOCATION: SEATTLE, WA

COMPENSATION: \$80,000 - \$90,000

Puget Soundkeeper (PSK) is hiring a full-time Staff Attorney based at PSK's office in Seattle, WA. We seek a passionate, community-focused professional with a commitment to healthy watersheds and safe 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 Staff Attorney will be working on a robust, Sound-wide litigation and environmental enforcement docket. The position currently reports to the Executive Director. PSK team in-office days are Tuesdays and Thursdays. This job includes some field, evening, and weekend work.

KEY RESPONSIBILITIES:

Environmental Enforcement (70%). Sustain and further PSK's community-focused enforcement docket (largely, but not exclusively under the Clean Water Act). Collaborate with the PSK Board of Directors' Litigation Committee, community stakeholders, partner organizations, and outside counsel. Oversee cases on the docket including by: tracking all cases, standing witnesses, legal files, experts, and all associated costs; tracking and overseeing all compliance reporting; coordinating with community partners around Puget Sound on legal advocacy matters and collaborative community-based lawyering; coordinating on community-reported spills and pollution to determine and execute enforcement options; and going on site visits and field investigations (sometimes on the water via boat or kayak/canoe) around Puget Sound.

Administrative Law Advocacy (20%). Manage and sustain PSK's administrative law docket (e.g., permit reviews, regulatory petitions, comments, and appeals), and, in coordination with PSK's Policy and Advocacy Manager, monitor and work on legislative matters (e.g., state and federal policy bills or budget proposals). Track, write, and manage all sign-on letters, comment letters, and other materials submitted to state or federal agencies through various PSK initiatives, and, where needed, secure the assistance of outside regulatory counsel and experts in furtherance of this goal.

Team Collaboration and Support (10%). Work across all PSK teams to ensure the entire organization is up-to-speed on the docket, trained to talk about and present on our enforcement and legal work, and has anything needed to activate communications, education, and outreach strategies regarding the legal docket. Be present and supportive of coworkers, teams, and leadership through participation, assistance, and encouragement. Manage, when applicable, any interns, externs, or fellows, our relationship with local law clinics, and all case budgets and organizational metrics.

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!

DESIRED SKILLS, ABILITIES, AND QUALITIES:

- Excited to develop expertise in the environmental law and policy issues facing Puget Sound and its communities and ecosystems – from endangered species to stormwater and Superfund!
- Demonstrated ability to effectively prioritize multiple projects and objectives, lead projects upon request, and work collaboratively with others internally to produce positive results.
- Commitment to incorporating and prioritizing Environmental Justice through legal work.
- Excellent legal writing and communication skills, and comfort interacting with a diverse community of staff, members, volunteers, donors, and the public.
- Must be able to work flexibly to deal with diverse cultural norms, educational backgrounds, and professional skills.
- Excellent interpersonal and networking skills with the ability to build, maintain, and inspire partner contacts and Puget Soundkeeper's volunteer base.
- Internally driven energy, intelligence, diplomacy, sound practical judgement, the ability to work independently with limited supervision; the ability to work effectively in a busy office; strong organization skills; self-starter; and the interpersonal skills to work effectively in partnership with staff, local, regional, national, and international advocates and legislators.
- Self-motivated and team-oriented, with a positive, energetic, and adaptable personality.
- Ideal candidates must be able to demonstrate a willingness to be flexible, versatile and/or tolerant in a changing work environment while maintaining individual effectiveness and efficiency.

EDUCATION AND EXPERIENCE:

- Juris Doctor from an accredited law school required; WA bar admission or intent/ability to become admitted to WA Bar within one year.
- Undergraduate degree or equivalent work experience in a relevant field (Public Policy, Public Affairs, Communications, or Natural, Physical, or Environmental Studies) preferred.
- Cultural competence required, including a commitment to equity and inclusion as organizational practice and culture, a strong understanding of how environmental issues intersect with racism, economic, and social inequality, and an interest in working to dismantle these systems.

Overall, Puget 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 finds joy in and is willing to help colleagues where and when needed as a full member of our all-hands-on-deck team.

Other Potentially Relevant Qualifications

- Experience in environmental, community, and clean water advocacy and policy work at state, local, and federal levels, especially within the Puget Sound.
- Experience or interest in public speaking and communications.
- Growth mindset, interest in lifelong learning and in developing leadership skills.

Please note: Data shows that women and BIPOC (Black, Indigenous, and People of Color) 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!

Puget Soundkeeper's Staff Attorney salary range for the 2026 budget year is \$80,000 - \$90,000 depending on qualifications and experience. The position provides full health care (medical, dental, and vision) 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, and in the Puget Soundkeeper office regularly, including on full-team in-office workdays.

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 is a founding member of the Waterkeeper Alliance, a global network of clean water advocacy groups with over 300 Waterkeepers worldwide. Since 1984, Puget 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. With our community partners and local leaders, we work to achieve our shared goals for the waters of the Puget Sound and Salish Sea.

How to apply

Please submit a 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 January 5, 2026, and the position will remain open until filled. Our goal is to have the candidate selected and ready to start work in Seattle as soon as possible. Contact us for any questions at resumes@pugetsoundkeeper.org (no calls please).