

Position Description For:

Managing Attorney, California Regional Office

On Behalf Of:



July 2022



EARTHJUSTICE
BECAUSE THE EARTH NEEDS A GOOD LAWYER

ALASKA CALIFORNIA FLORIDA MID-PACIFIC NORTHEAST NORTHERN ROCKIES
NORTHWEST ROCKY MOUNTAIN WASHINGTON, D.C. INTERNATIONAL

Managing Attorney, California Regional Office

San Francisco, CA or Los Angeles, CA

Earthjustice is the nation's 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 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, Chicago, Honolulu, Houston, New York, Philadelphia, Denver, Seattle, Bozeman, and Washington, DC.

Earthjustice's California Regional Office was the first of the now fifteen Earthjustice offices. With offices in San Francisco and Los Angeles, the California Regional Office covers almost all areas of our work. We fight for the rights of all Californians to a healthy environment. We fight to protect the magnificent natural spaces and wildlife found only in California. We fight to transition California to a zero-emissions future fueled by clean, fossil-free energy. Earthjustice's work in California is particularly important given California is both a health and climate leader and yet has some of the worst air in the country, is still one of the largest producers of oil in the country, faces some of the most challenging water issues, and is seeing its unique biodiversity face unprecedented threats. Learn more about the California Regional Office and its work at - <https://earthjustice.org/about/offices/california>.

POSITION SUMMARY

The Managing Attorney leads and supervises a team of lawyers and other professionals in the development and implementation of regional litigation and advocacy strategies and matters that align with organization-wide strategic plans and programmatic and litigation priorities. They also drive team-wide efforts to build and maintain effective working relationships internally and with clients and partners, as well as with the news media, government officials, and donors. The Managing Attorney will be based in either Los Angeles or our San Francisco headquarters, and will report to a Vice President of Litigation based in San Francisco, CA.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Management

- Lead and oversee the work of the California Regional Office, providing litigation leadership and strategic oversight for a team currently comprised of 23 staff members, including 16 attorneys.
- Offer regular and consistent performance feedback; mentor and assist in career advancement; and work with both direct reports and the team generally to create and achieve professional development goals.
- Ensure that team members with supervisory responsibility properly execute effective management functions.
- Work with Deputy Managing Attorney and Senior Attorneys to provide an effective and rewarding program for the office's Associate Attorneys that fosters growth and advancement.
- Create and implement strategic opportunities for team building and staff engagement to strengthen teamwork, interaction, and collaboration.

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- Contribute to a learning culture, e.g. encourage and facilitate debriefing after completion of significant stages of projects and matters.
- Work with the Deputy Managing Attorney, Operations, and other staff to recruit, evaluate, and hire qualified candidates for open positions.
- Help ensure the advancement of Earthjustice's anti-racism and diversity, equity, and inclusion goals and values.
- Work with the Deputy Managing Attorney, Legal Practice Manager, and Regional Office staff to implement internal operational policies and procedures.
- Collaborate with Deputy Managing Attorney, Legal Practice Manager, and other staff to manage annual CA Regional office budgeting and other financial matters.
- Work with Vice Presidents of Litigation, other Managing Attorneys, Operations, and other staff as needed on organization-wide policies and priorities.
- Collaborate with Development on identifying potential funding opportunities as well as engaging with new and existing funders.

Litigation/Legal Advocacy

- Develop, and support staff members in the development of, litigation and advocacy strategies to achieve programmatic goals, including alignment with organization-wide strategic plans, core values, priorities, and other administrative policies and guidance.
- Contribute to litigation and advocacy, with an ability to perform all aspects of the litigation or specific advocacy as needed, with the understanding that direct responsibility for litigation and advocacy typically will be limited due to management and other responsibilities of the position.
- Manage and oversee legislative and related policy work in Sacramento, including working closely with the California Regional Office policy advocate as well as Earthjustice's federal Policy and Legislation team.
- Collaborate with staff to build and manage relationships with co-counsel, clients, and community and coalition partners.
- Cultivate new and diverse allies and coalition partners that support our program goals while advancing our efforts to ensure that equity and social justice considerations and anti-racism inform every aspect of our work.
- Work with Communications to advance our work both at the California Regional Office and organization-wide, including working closely with the California Regional Office communications strategist.
- Serve as a spokesperson for Earthjustice and our clients when appropriate..
- Work effectively with other departments within Earthjustice, including our Executive Leadership Team, Communications, Development, and Policy and Legislation, to achieve program goals.

Qualifications

- Juris Doctorate (JD) degree or equivalent non-US or other law degree.
- A minimum of 10 years of litigation experience.
- Licensed to practice law in California, or willing and qualified to apply for and be admitted to membership within 14 months of employment.
- Excellent management skills, including ability to ensure excellent work product, promote the career development of team members, and foster effective communication, collaboration, decision making, and mutual respect.
- Ability to effectively manage a diverse team with strong emotional intelligence and cultural humility.
- Ability to manage, provide guidance, and mentor attorneys and professional staff while leaving room for staff autonomy and leadership.
- Commitment to and experience in developing team members' skills and talents to meet evolving needs and goals.
- Ability to give and receive regular formal and informal positive and constructive feedback in a timely, constructive, respectful, and consistent manner, and to incorporate debriefing into the team's operations.
- Experience and interest in coaching, guiding, and mentoring team members.
- Strong capacity for strategic thinking preferred, including designing and implementing effective litigation and legal advocacy.

- Ability to effectively manage a large team's docket of legal advocacy strategies, lead a litigation team, and work collaboratively with colleagues and partner organizations.
- Ability to perceive individual and team strengths and areas for development, and to develop plans accordingly.
- Proficiency in working with technical experts.
- Strong skills in communicating litigation and advocacy goals and messages to the media and supporters preferred.
- Commitment to serving the public interest, and a passion for the role of Earthjustice and its mission.
- Demonstrated awareness of and sensitivity to the needs and concerns of individuals from diverse cultures, backgrounds, and orientations.
- Ability to contribute to the creation of a diverse, equitable, and inclusive work culture that encourages and celebrates differences.

SALARY AND BENEFITS

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

Salary is based on experience and location.

Salary range in Los Angeles, CA: \$206,400 - \$229,300

Salary range in San Francisco, CA: \$217,200 - \$241,300

To Apply

Interested, qualified attorneys should submit an electronic copy of the following documents to the search consultants listed below:

- Resume
- One- to two-page cover letter that explains (1) why you are drawn to this position; (2) what prior legal and management experience of yours lends itself to this role; (3) your interest in and approach to building a collaborative workplace and managing effectively, and (4) whether there are particular legal, environmental, or justice issues that inspire you.
- Writing sample, preferably a legal brief or memorandum that primarily reflects your work.
- List of three references.

Steve John

Senior Partner

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All inquiries and/or application materials sent directly to Earthjustice will be redirected to Steven John & Associates, LLC for review, which may cause significant delay in evaluation and response.

On behalf of Earthjustice, we thank you for your interest in the Managing Attorney, California Regional Office opportunity.

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 given 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

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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.