



Environmental Justice Staff Attorney

The New Mexico Environmental Law Center (NMELC) is seeking applications for a Staff Attorney dedicated to NMELC's mission of working with communities to advance environmental justice and human rights. The New Mexico Environmental Law Center works in partnership with community organizations, coalitions and other stakeholders to build multi-strategy campaigns that address the systemic polluting of low-income communities of color and advance community health and sustainability. **Black, Indigenous, People of Color (BIPOC), women and LGBTQ+ candidates are highly encouraged to apply.**

JOB TITLE: Staff Attorney SALARY: 72K to 80K (Starting Salary)
START DATE: ASAP REPORTS TO: Executive Director & Senior Staff Attorney

JOB LOCATION: Albuquerque/Santa Fe, New Mexico

NMELC follows a hybrid work plan (in office and remote). **Applicants must live in or be in the process of relocating to New Mexico.**

COMPENSATION & BENEFITS: Full-time/exempt with annual starting salary of 72K to 80K depending on experience; range can be negotiated for highly experienced attorneys. Benefits include employer paid health, dental, and vision insurance; 403(b) employer-match program; 20+ days of paid holiday time; 120 hours of PTO per year; 96 hours of sick leave per year; and 3-month sabbatical after qualifying period.

DUTIES AND RESPONSIBILITIES:

- Maintains an individual caseload, engaging in client-directed litigation in state and federal court, including appellate work, before administrative agencies and potentially international tribunals.
- Involvement and engagement with policy development, including the legislative session, that supports and furthers NMELC's mission
- Keeps the Executive Director, legal team, staff, and larger community informed of relevant legal and policy developments.
- Prepares and presents reports to staff, Board of Directors, community, and the public.
- Represents NMELC at national, state, and local meetings, conferences, in the media, in the community, as part of coalitions, and at relevant events.
- Supports larger public education efforts, e.g. through community engagement and outreach.
- Fosters and cultivates strong relationships with legal advocates, clients, and community members in other environmental justice/environmental and social justice organizations and movements.
- Participates in fundraising activities and events including engaging with donors and funders.

REQUIRED QUALIFICATIONS:

- Must embrace the Law Center's mission and be dedicated to working alongside communities on environmental justice issues.
- Demonstrated commitment to movement/community lawyering and experience in racial and social justice, environmental justice and/or equity development work.
- Knowledge of and commitment to the importance and integration of diversity, equity, and inclusion (DEI) initiatives and practices, including commitment to equity and justice in litigation and policy.
- An understanding of how litigation, policy, media, community organizing and education strategies are employed to ensure environmental justice principles and human rights, to expand civil rights and change cultural norms.
- Knowledge of environmental law, environmental justice, civil rights law, and social justice issues.
- Excellent research, writing, and analytic skills.
- Excellent interpersonal communication and public speaking skills, including the ability to convey complex legal issues into language that is accessible to a wide range of audiences.
 - Ability to relate to, and communicate effectively with, a diverse group of clients, community partners, and staff, as well as nonprofit, government, judicial, and business communities.
 - Experience working in coalitions of community-based and advocacy organizations.
 - Exceptional listening and negotiating skills and ability to facilitate conversation and drive decisions in a consensus-driven team and organization.
- Excellent strategic judgment and the drive to effectuate challenging campaigns.
- Appellate litigation experience.

PREFERRED QUALIFICATIONS:

- At least 3 to 5 years of legal and/or litigation experience
- Bilingual (especially Spanish and/or Indigenous Languages).
- Experience working with LGBTQ+, frontline, *colonias*, rural, and Black, Indigenous, People of Color (BIPOC) communities.
- Familiar with and committed to the Jemez Principles of Democratic Organizing and the EJ Principles

EDUCATION AND EXPERIENCE:

- Litigation experience in administrative, state, and/or federal courts, with a strong background in environmental, constitutional, and/or civil rights law. Exceptional candidates at all experience levels will be considered.
- Must be an attorney in good standing and either be licensed to practice law in the State of New Mexico or be eligible for admission to the New Mexico bar at the time of hiring.
- Environmental justice/social justice education, background, and/or experience.

PHYSICAL REQUIREMENTS: Prolonged periods of sitting at a desk and working on a computer. Ability to lift up to 25 pounds at a time. Periodic ability to travel long distances, and participate in events outside regular work hours.

APPLICATION DEADLINE: August 7, 2023

Applicants should submit a resume, cover letter, two writing samples minimum, and three references electronically to Dr. Virginia Necochea, Executive Director at vnecochea@nmelc.org.
All required documents must be submitted electronically. Incomplete submissions will not be considered. Interviews may be conducted via online video conference.

The NMELC is an Equal Opportunity Employer and does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor. Persons of color, women, LGBTQ+, and candidates from historically underrepresented groups are highly encouraged to apply.

Learn more at www.nmelc.org.