



## **Cascadia Wildlands Seeks a Two-Year Legal Fellow**

Based in Eugene, Oregon

Full time — \$60,000/year

Reports to Legal Director

Priority Application date: Monday April 17, 2023, open until filled

Start date: July 3, 2023

### **ABOUT CASCADIA WILDLANDS**

Cascadia Wildlands is a 25-year-old, non-profit conservation organization working to defend and restore Cascadia's wild ecosystems in the forests, in the courts, and in the streets. We envision vast old-growth forests, rivers full of wild salmon, wolves howling in the backcountry, a stable climate, and vibrant communities sustained by the unique landscapes of the Cascadia bioregion. Over 12,000 members and supporters across the country help sustain our organization and its movement for change.

The primary strategies we employ to achieve our conservation goals are grassroots organizing, policy and litigation. Recent successes include helping create the 30,500-acre Devil's Staircase Wilderness in the Oregon Coast Range; stopping plans to privatize the 93,000-acre Elliott State Forest; halting the proposal to build the 230-mile Pacific Connector Pipeline and Jordan Cove LNG Project in southern Oregon; cancelling reckless, proposed timber sales on state- and federally-managed public land; and helping facilitate the recovery of the gray wolf and other species across the Pacific West.

Cascadia Wildlands is a community-based organization that places huge emphasis on the well-being of our employees, our relationships with the community, and our role in the greater environmental movement. We vociferously oppose the discrimination of any persons based on their background, place of origin, ethnicity, race, gender, ability, sexual orientation, religion, and belief or non-belief systems. We believe that Cascadia, and nature as a whole, is for everyone. In pursuit of our mission, we work with a broad range of individuals and organizations. This is our shared strength. We recognize that confronting social injustice is essential to achieving our mission, as well as being a moral imperative in its own right.

### **LEGAL FELLOWSHIP**

This two-year position uses legal tools to protect imminently threatened wildlands, waterways and species. The Legal Fellow will work with our Legal Director and Wildlands Director to build administrative records; identify, research and prosecute strategic lawsuits; oversee legal

interns; and work with conservation partners, staff, and interns to develop and pursue conservation strategies and campaigns. The Legal Fellow will also participate with all staff in fundraising events, outreach and communications as needed.

The Legal Fellow reports to the Legal Director, works in a team setting with other staff to develop and implement conservation campaigns, and is expected to litigate irresponsible agency proposals with a focus on defending mature and old-growth forests in western Oregon. Protecting mature forests from irresponsible logging practices is essential climate defense in this region and a priority for the position.

The position is broken into the following approximate time allocations and descriptions:

#### **LITIGATION AND RECORD BUILDING (75%)**

- ✓ Works with Legal Director to identify litigation opportunities and fully participates in all phases of litigation, which includes researching and developing claims, drafting and filing legal documents, communicating with parties, arguing claims, and appealing when necessary. The Legal Fellow will also conduct associated legal research, draft memos, and make recommendations.
- ✓ Works with the Wildlands Director to draft administrative comments, protests, and appeals on priority projects.
- ✓ Works with Grassroots Organizer to identify priority sales for fieldchecking and grassroots organizing.
- ✓ Fieldchecks proposed timber sales and other land management proposals, including visits with agency staff and stakeholders, to better understand what is being proposed.
- ✓ Writes and submits Freedom of Information Act requests and state records requests.
- ✓ Tracks and comments on proposed changes to laws and policies affecting watersheds and species in Cascadia.
- ✓ Testifies at hearings to increase Cascadia Wildlands' presence and effectiveness, and to further campaign goals.

#### **OUTREACH, ORGANIZING AND COALITION BUILDING (15%)**

- ✓ Assists Conservation Director and Grassroots Organizer by explaining legal intricacies associated with priority projects and engaging WildCAT (Cascadia Action Team) volunteers and supporters.
- ✓ Develops and maintains working relationships with conservation allies, agency personnel, western Oregon Tribes, rural communities and other historically marginalized communities affected by forest and watershed policy and proposals.
- ✓ Cultivates relationships with members of the press and participates in media outreach about campaign efforts by drafting and circulating press releases, blogs, statements, and action alerts.
- ✓ Participates in and presents at community meetings, panels, conferences and classrooms on pressing issues.
- ✓ Works collaboratively with staff to service the organization's social media, email alerts and relevant website sections.
- ✓ Writes articles for monthly E-news, biannual *Cascadia Review*, and blog posts.

- ✓ Assists with tabling at events, conferences and other outreach opportunities
- ✓ Works in collaboration with the Conservation Director and Grassroots Organizer to participate in relevant coalition efforts.

### **RESEARCH, CAMPAIGN AND STRATEGIC DEVELOPMENT (5%)**

- ✓ Works with Cascadia Wildlands staff to set and revise conservation goals and campaign plans.
- ✓ Becomes familiar with relevant scientific publications and stays current on case law and policies affecting forests, waters and species in Cascadia.
- ✓ Assists Legal Director in developing and implementing legal internship program.

### **DEVELOPMENT (5%)**

- ✓ Assists with fundraising events, including house parties and the annual auction.
- ✓ Provides information to Executive Director to inform grant proposals and reporting.
- ✓ Assists Executive Director with donor and grant-making foundation outreach and cultivation.

#### *Candidates must have:*

- A passion for wild places, wildlife, and grassroots movements for change
- Strong commitment to building a more diverse, equitable and inclusive environment in the office and in the larger conservation community
- An ability to form meaningful relationships with diverse constituencies
- A commitment to building a movement through cultivating volunteers, creating personal connections with community members, and supporting fellow staff members in their work

### **QUALIFICATIONS**

The Legal Fellow must have excellent organizational and interpersonal skills as well as an ability to prioritize tasks in a dynamic, campaign-heavy setting. Qualified candidates will be able to demonstrate the following:

- A firm commitment to public interest advocacy and environmental justice;
- Excellent writing, communication, analytical, and research skills;
- Comfortable working and communicating with diverse communities;
- Ready to work in a collaborative team environment, with an emphasis on learning and group accountability;
- Admission to the Oregon State Bar;

#### *Preferred Qualifications*

- Strong knowledge about Pacific Northwest ecology and environmental threats and opportunities and ability to translate into legal comments and public education;
- Prior internship in conservation advocacy, environmental litigation, local land use or environmental justice advocacy, or judicial clerkship;
- Expertise in state and federal environmental statutes, including the state and federal Endangered Species Act, Administrative Procedures Act, National Environmental Policy

Act, O&C Act, National Forest Management Act, and the Freedom of Information Act; and

- Familiarity with scientific and legal issues and caselaw pertaining to the intersection of logging and forests, waters, and species in Cascadia.

#### *Physical Demands*

- Ability to drive and/or hike to fieldcheck projects

#### **SALARY AND BENEFITS**

- \$60,000/year with opportunities for salary increases.
- Health, vision, and dental benefits.
- We currently employ a hybrid work model, with employees working some days in the Eugene, OR office and some days remote. Full time work at the office is available.
- Generous paid vacation time and sick leave. Flexible schedule.
- Tight-knit staff, board and volunteer action team.

#### **APPLICATION PROCEDURE AND START DATE**

We will be reviewing applications on a rolling basis. The priority application date is Monday April 17, 2023, open until filled. We will accept applications for the position until filled. Candidates are encouraged to apply as soon as possible. Our preferred start date is July 3, 2023.

A note to potential candidates: Studies have shown that women, trans, non-binary, BIPOC, and other candidates from most-impacted communities are less likely to apply for jobs unless they believe they meet every single one of the qualifications as described in a job description. We are committed to building a diverse and inclusive organization, and we are most interested in finding the best candidate for the job. That candidate may be one who comes from a background less traditional to our field of work, and that's welcome. We would strongly encourage you to apply, even if you don't believe you meet every one of the qualifications described.

Email a cover letter, resume with references, and a relevant writing sample (no longer than 10 pages) as a **single .pdf file** to **[apply@cascwild.org](mailto:apply@cascwild.org)**. Contact Nick Cady, Legal Director at [nick@cascwild.org](mailto:nick@cascwild.org) with any questions concerning the application. Given our small staff and workload, only those applicants selected for interviews will be contacted. Thank you for your time and interest.

*Cascadia Wildlands is committed to cultivating a diverse, empowered, and respectful community in the workplace and beyond. We do not discriminate against individuals on the basis of race, color, sex, sexual orientation, gender identity, religion, disability, age, parental status, marital status, veteran status, ancestry, or national or ethnic origin.*