

## San Diego Coastkeeper, Staff Attorney

San Diego's leading clean water advocacy organization seeks a highly motivated and passionate individual to join our team. Work with us to protect and restore San Diego County's coastal and inland waters and the communities that depend on them. The Staff Attorney will focus on regulatory and legislative advocacy and litigation to advance our mission of holding polluters accountable and strengthening laws and regulations to reduce pollution and promote sustainable water policies for our region. This position will report to Coastkeeper's Senior Attorney and will work closely with our Executive Director and other program staff.

We employ a strategic blend of advocacy, legal action, education, coalition building and community science to tackle persistent and emerging water quality, water supply and climate resilience issues across our region.

### **Responsibilities:**

#### 1. Regulatory/Advocacy

- Conduct detailed research and draft comment letters and petitions for review on policies, permits, regulations, and project proposals related to water quality and water supply issues.
- Represent San Diego Coastkeeper (SDCK) at administrative agency hearings and other meetings and advocacy events.
- Working with the Senior Attorney and Executive Director, identify and develop strategies to pursue substantive areas for regulatory and policy changes to further SDCK's mission.

#### 2. Litigation

- Support the Senior Attorney in developing short and long-term legal strategies to advance SDCK's mission.
- Draft Clean Water Act notices of intent to file citizen lawsuit, pleadings and briefs, interview witnesses and draft declarations, and otherwise manage new and existing cases in state or federal courts and administrative tribunals in conjunction with Senior attorney.
- Assist in managing relationships with co-counsel, experts, and coalition partners.

#### 3. Administrative

- Organizational support for legal and policy work including contributing to organizational communications in writing and in person, attending regular staff meetings and organizational functions, and assisting development staff with identification of funding opportunities, grant writing, and reporting.

### **Qualifications & Requirements:**

1. Applicants must be law school graduates with admission to the California bar, or attorneys licensed in another state who would be willing to sit for the California bar exam within 1 year of joining Coastkeeper.
2. 1-3 years of regulatory or legislative advocacy or litigation experience; experience in multiple forms of regulatory/legal advocacy is a plus.
3. Experience in reviewing and analyzing state and federal environmental rulemakings, regulations and related permits, e.g. Clean Water Act NPDES permits.
4. Superb research, analysis, writing, and oral advocacy and presentation skills, and experience distilling complex legal concepts for a variety of audiences.
5. Knowledge of the Clean Water Act is preferred; knowledge of complementary environmental laws (CEQA/NEPA, ESA, etc.) an added benefit.
6. Some background in science is preferred.
7. Demonstrated passion for and commitment to clean water, healthy ecosystems, resilient communities, and environmental health and justice.
8. Experience with project management, including demonstrated ability to oversee timelines, task lists and budgets.
9. Hard working, self-motivated, and possesses good judgment.
10. Ability to think strategically.

### **Physical Requirements**

- Mobility to work in a standard office environment using office equipment
- Must be able to sit for long periods of time and engage in basic movements such as bending, standing, and lifting weight up to 30 pounds
- Must have reliable transportation for travel to meetings and events throughout the county

### **Salary, Benefits and Terms**

**Schedule** - Full-time, permanent, salaried; 40 hours per week, including occasional evenings and weekends. This hybrid position is based at SDCK's office in the city of San Diego but will require regular travel within San Diego County for meetings, enforcement investigations, and related SDCK activities. Applicants must live in or be willing to relocate to the San Diego region.

**Benefits** - Comprehensive medical, dental, and vision insurance; generous paid vacation, holiday and sick leave.

**Compensation** - \$80,000 - \$88,000 per year, commensurate with experience

### **To Apply**

Qualified candidates are encouraged to submit a cover letter, resume and one legal or policy

related writing sample, no longer than 6 pages, as a single PDF document to [employment@sdcoastkeeper.org](mailto:employment@sdcoastkeeper.org) with “YOUR LAST NAME, Staff Attorney” in the subject line. If your application is a potential match for our requirements, we will contact you. Please no phone calls or email inquiries.

**Applications will be reviewed on a rolling basis.**

San Diego Coastkeeper is committed to diversity in the workplace and is an equal opportunity employer. We maintain a policy of non-discrimination with regard to age, ancestry, color, creed, disability, national origin, race, religion, sex, sexual orientation, gender identity and any other class protected by applicable state or federal law.