



Managing Attorney, Northeast Office

New York, NY

The Northeast Office of Earthjustice, based in New York City, is hiring a Managing Attorney to lead and oversee the work of our Northeast Office. The Northeast Office staff is currently composed of nine attorneys and five supporting professionals. In addition, the Northeast Office houses the VP of Litigation for Healthy Communities and a program associate; six staff from our separately managed “Sustainable Food and Farming” and “Coal” programs; and seven members of our Communications and Development teams.

The Northeast Office presses for a swift transition from fossil fuels to clean energy, promotes environmental justice in communities overburdened by pollution, and works to keep toxic chemicals out of our food, water, and everyday household items. Although the community-based initiatives and regional work of the Northeast Office currently focus on New York, New Jersey, and Pennsylvania, we often take on cases with national scope or address programmatic priorities that take us outside of our region.

Earthjustice is the 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 achieve this by hiring people who share a passion for justice and a healthy environment. 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, Honolulu, New York, Philadelphia, Denver, Seattle, Bozeman, and Washington, DC.

Responsibilities:

- Providing litigation leadership by working collaboratively with the other attorneys in the office to maximize the quality and impact of the office’s total litigation effort.
- Manage, develop, and implement regional strategies that align with organization-wide strategic plans, core values, priorities, and other administrative policies and guidance.
- Managing and guiding the development of the staff of the office to ensure they have the training, resources, feedback, and support to maximize their performance and skills development.
- Developing practices and policies that promote a respectful and inclusive workplace and that foster community and teamwork among a diverse group of lawyers and non-lawyers.
- Building and maintaining effective working relationships with clients and other partner organizations.
- Serving as a primary public face of the office and the organization, including by working effectively with the news media, government officials, and donors.
- Working closely and productively with Earthjustice’s policy, communications, and fundraising teams to advance programmatic and institutional goals.

Management (Essential Functions)

- Recruits and hires qualified candidates who fit position requirements and the work environment.
- Promotes change in terms of the expected benefits, as well as removing or lowering the impact of potential obstacles.

- Sets clear team direction that aligns with Earthjustice strategy, mission, and vision.
- Develops staff by providing career development opportunities with appropriate training, encouragement, and supervision.
- Provides staff with performance feedback and acts as a coach and mentor.
- Promotes inclusive work environment for team and models inclusive behavior.

***Supervisory Responsibilities:** the MA will have 5 direct reports and 13 indirect reports

Qualifications

- Excellent management skills, including the ability to foster effective communication, collaboration, decision-making, and mutual respect.
- Effective litigator with 10+ years experience in environmental or public interest law.
- An understanding of how race dynamics impact supervisory relationships, organizational culture, partnerships, campaigns and coalition work. Demonstrated history of successfully intervening in problematic dynamics and deepening a racial justice approach within an organization, team, or campaigns- considered a plus.
- An understanding of how systemic racism affects present-day legal systems and ability to advance racial equity goals through legal strategies.
- Strong capacity for strategic thinking, including in designing and implementing advocacy that consistently obtains high-quality results. An entrepreneurial approach with the ability to identify and exploit new opportunities, combined with the capacity to work well collaboratively as part of regional and national teams.
- Experience and interest in coaching, guiding, and mentoring staff at different levels of their career development to continually improve their effectiveness.
- Excellent interpersonal skills that show the ability to build and maintain effective working relationships with a diverse set of clients and other partner organizations.
- Outstanding written and oral communication skills, with the ability to write and speak clearly and persuasively.
- Experience working productively with the news media and with political and community leaders.
- The ability and desire to participate effectively in fundraising efforts by developing and maintaining relationships with donors; experience with fundraising in a professional or volunteer capacity is a plus.
- Ability to manage operations, including budgets, facilities management, and general office and administrative matters.
- Willingness to travel as necessary.

Management (Essential Skills)

- Ability to manage and lead a diverse team in a diverse environment with emotional intelligence and cultural competency.
- Has self-awareness and understands the impact of behaviors and emotional intelligence in the workplace. Also understands teams strengths and areas for development.
- Commitment to and experience in developing team skills and talents to meet the evolving needs of an organization.

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.

To Apply

Interested candidates should send a substantive cover letter and resume to:
 Lauren I. Gumbs, Senior Partner
 Gumbs + Partners
 lgumbs@gumbspartners.com

This position will remain open until filled, but applicants will maximize their ability to be considered if they apply by February 15, 2019.

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 provided with 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 position.