CRAG LAW CENTER

LEGAL AID FOR THE ENVIRONMENT SINCE 2001

# 2027 Legal Fellow Position

Crag is a client-focused non-profit law center that has been bringing cutting edge public interest litigation to protect the environment and communities in the Pacific Northwest for 25 years. Our core program areas include protecting public lands and wildlife, responding to the climate crisis, enforcing land use laws and advancing environmental justice. Our clients include national, regional, and local environmental organizations, tribes, fishermen, family farmers, environmental justice groups and other organizations and individuals concerned about protecting people and the environment. We provide access to justice, helping our clients understand the legal landscape and chart a path to achieve their environmental goals.

To learn more about our commitment to justice, equity, diversity, and inclusion, click here.

**Position Description:**
Crag Law Center is hiring for one (1) full-time Legal Fellow to join us in providing legal aid for the environment. The Legal Fellow position is a one-year term with the possibility of promotion to the senior Legal Fellow position for an additional one-year term, beginning September 2027. The position is designed for a recent law school graduate or newer attorney with 0 to 1 years of litigation experience. Preference will be given to candidates who have demonstrated a commitment to public interest environmental litigation and environmental justice.

The Legal Fellow will work with our team of attorneys providing advice, advocacy and representation for our clients on a wide variety of legal issues. The position will provide opportunities to work on litigation and advocacy projects involving federal and/or state environmental laws, including the National Environmental Policy Act, Clean Water Act, Endangered Species Act, National Forest Management Act, state land use laws, environmental justice policy, and more. The Legal Fellow will work directly with clients from the first stages of advocacy through the appeals process. The Fellow will also participate with all staff in fundraising events, outreach and communications as needed.

**Reports to:**
Executive Director and Staff Attorneys.

**Position details:**

- Compensation: Starting salary is $75,000,  with annual increases provided.
- Hours and Duration: One year position with the possibility of promotion to Senior Legal Fellow for an additional one year term. Position starting September 2027.
- Benefits: Full platinum level medical, dental and vision coverage, 403(b) retirement program with an employer match, six (6) weeks total paid time off (PTO), and an encouraging and flexible work environment.
- Location: Fellows are expected to work at Crag's office located at 3141 E Burnside St. Portland, OR 97214. This fellowship is in-person, with some flexibility for remote work hours.
- Status: Full time, exempt.
- Who should apply: Recent law school graduate or newer attorney with 0 to 1 years of litigation experience.

**Primary Responsibilities:**

- Represent clients in proceedings before local decision-makers, state and federal agencies and courts.
- Support community members in commenting on proposed projects, developing administrative records, and participating in local hearings.
- Support client advocacy through researching and developing policy solutions.
- Work with staff attorneys to develop new litigation.
- Develop relationships with community members and organizational clients.
- Prepare communications, including web content, press releases and newsletter articles.
- Assist development staff in planning and executing fundraising events for the organization as needed.

**Required Qualifications:**

- A law degree from an ABA accredited law school.
- Admission to the Oregon or Washington State Bar within six (6) months of start date.
- Residence or willingness to relocate to the Portland metro region.

**Desired Qualifications and Skills:**

- Interest in public interest environmental work, including: environmental justice, public lands and forest protection, endangered species protection, and climate change advocacy.
- Excellent legal research and analytical skills.
- Demonstrated excellent organizational skills by: being able to meet deadlines, prioritize tasks, and managing work load.
- Strong oral and written communication abilities.
- Strong work ethic and ability to work in a healthy yet high-intensity work environment.
- Self-motivated and able to work independently.
- Attention to detail.
- Ability to problem-solve.
- Commitment to advancing justice, equity, diversity, and inclusion.

Crag is committed to advancing diversity, equity, and inclusion, both in our work and in our workplace. We believe that celebrating and actively welcoming diverse voices and perspectives is essential to solving the planet's most pressing environmental problems, and we encourage applications from candidates whose identities have been historically under-represented in the environmental movement.

We are an equal opportunity employer and do not discriminate in hiring or employment on the basis of race, color, religion, gender, gender identity or expression, marital status, sexual orientation, national origin, citizenship, age, disability, veteran status, or any other characteristic protected by federal, state, or local law.

**How to Apply:**

Applications must be submitted electronically to: jobs[at]crag.org. Please include "LEGAL FELLOW APPLICATION" in the subject line of the email. Include a cover letter that is maximum 2 pages (more details below), resume, law school transcript or list of completed course work, short writing sample (8 pages maximum), and three references, as a single PDF titled "LastName.FirstName Legal Fellow."

**The application period will close on October 26th, at 9AM. Applications will be reviewed beginning October 27th following application processing.**

*Please note: The cover letter is crucial to the application process because it helps our hiring team assess your writing skills and connection to our mission. In your cover letter, please explain why you want to work at Crag and how you meet the desired qualifications and skills.*

Out of fairness to our applicants, please do not contact to ask questions about the position unless inquiring about accessibility.