Oregon Wild Job Description: Deputy Conservation Director / Staff Attorney

January 2022

About Oregon Wild:
Oregon Wild is a non-profit organization with a mission to protect and restore Oregon's wildlands, wildlife, and waters as an enduring legacy for future generations.

Founded in 1974, Oregon Wild's victories include safeguarding over 1.8 million acres of Wilderness and 1,800 miles of Wild & Scenic Rivers through federal legislation, historic legal victories protecting hundreds of thousands of acres of old-growth forests and defending numerous endangered species and their habitats, from coho salmon to gray wolves. Oregon Wild enjoys a national reputation as a groundbreaking organization that is both highly strategic and effective, with strong policy expertise. Our history of legal victories in defense of public lands and wildlife is studied in law schools across the country.

Commitment to Equity:
Oregon Wild is committed to building a more equitable, diverse, and inclusive organization and society, and we are actively recruiting and encouraging applicants from a broad range of backgrounds and communities to apply for this position. We recognize that important voices have been missing from the environmental movement for far too long and the need to create a more welcoming environment at Oregon Wild and in the conservation community. Our organization believes that by embracing,
respecting, and valuing individuals regardless of their race, sex, sexual orientation, religion, national origin, ancestry or any other factor, we can become a stronger, more effective defender of Oregon’s wildlands, wildlife, and waters. Read more about our organizational values here: www.oregonwild.org/values

**General Position Summary:**
The Deputy Conservation Director will be responsible for developing and implementing new strategies to overcome some of Oregon’s thorniest environmental problems. Working with our Conservation Director and team members across the state, this position will lead our program to track and respond to activities that degrade public lands, fish and wildlife habitat, and our climate. The position will have a focus on overseeing public lands timber sale monitoring, appeals, and litigation but will also track, and occasionally engage on, other issues including public lands grazing, energy development, roads, endangered species protection and the implementation of the Oregon Forest Practices Act on state and private lands.

The Deputy Conservation Director will also manage the Oregon Wild litigation docket, and link our defensive work to our proactive campaigns to strengthen environmental safeguards. This position reports to the Conservation Director and will supervise multiple staff members.

**Qualifications:**
The successful candidate will have at least five years of experience in litigation, public lands defense, and leadership roles within non-profits and have the following professional characteristics:

1. Law degree and admitted to the bar in Oregon, or the ability and willingness to promptly pursue bar certification
2. Experience representing clients in litigation, preferably in federal court
3. Expertise in state and federal environmental statutes, including the Endangered Species Act, National Environmental Policy Act, National Forest Management Act, and Northwest Forest Plan
4. Experience managing multi-faceted environmental protection campaigns
5. Experience in hiring and managing staff
6. Experience in tracking federal projects, participating in the NEPA process, and negotiated settlements
7. A deep commitment to the mission of Oregon Wild

Core Duties and Responsibilities:

Team Management and Strategy

- Works with the Conservation Director and public lands defense and communications staff to set organizational goals, develop strategic plans, and oversee their implementation
- Creates strategies and tactics to connect forest defense work with proactive, protective campaigns (turning defense into offense)
- Identifies strategic linkages between public lands defense and private lands forest advocacy to maximize opportunities for tactical efficiencies

Litigation

- Develops and brings legal challenges to timber sales and other projects and policies that threaten forests and species
- Coordinates with partners at public interest law firms and independent attorneys to maximize impact and efficiency of litigation efforts
- Develops comprehensive strategies for litigation efforts to ensure long-lasting administrative, political, and public awareness benefits beyond the outcome of the lawsuit
- Works with communications staff to develop public messages around litigation efforts
**Coalitions and Partners**

- Represent Oregon Wild in, and sometimes lead, coalitions focused on the Northwest Forest Plan, old-growth defense, O&C lands, and other key regional conservation issues
- Represent Oregon Wild in national coalitions and campaigns to defend bedrock in environmental laws, such as NEPA, ESA, and NFMA
- Organize and lead coalitions as necessary to respond to emerging threats to public lands

**Salary and Benefits:**
This is a full time exempt position with flexible geographic location within Oregon with a preference for the Portland, Eugene, or Bend areas. The salary range for this position is $60,000 to $67,500 per year. Benefits include paid medical, dental, vision, alternative care, and life insurance; 403(b) retirement plan option; and generous vacation and other paid time off including 10 paid holidays, an initial four weeks of vacation that increases with tenure, and sabbatical eligibility after five years.

**To Apply:**
Please fill out the form linked below and separately submit a cover letter, resume, and references consolidated into a single PDF or Word document to deputy@oregonwild.org. Review of completed applications will begin on March 4 and continue until the position is filled. https://forms.gle/4oJQAeZyn1hr9mPM8

**Important Note About COVID-19**
Oregon Wild is a fully vaccinated workplace, and COVID-19 vaccination is required upon hire unless a reasonable accommodation is requested and granted. We have extensive paid sick leave that can be used for vaccination appointments and possible side effects from these vaccines. Please be aware of this requirement upon applying for this position.