

Fair Shake Environmental Legal Services

Fair Shake Environmental Legal Services is designed to incubate legal services start-ups in the area of environmental law for underserved, modest means clients. The purposes of the organization include the education of attorneys in serving modest means clients, increasing equal access to justice, and community empowerment for the tri-state region of Pennsylvania, Ohio, and West Virginia. Fair Shake advances local, community decisionmaking about community health, environmental protection and cleanup, and development by providing access to justice for individuals and groups that are currently underserved.

In our start-up phase, Fair Shake will have offices in Pittsburgh, PA and Kent, OH. We anticipate opportunities for geographic expansion. Fair Shake staff will include the following positions: an Executive Director and 2 Senior Attorneys (1 heading each office), 4 Resident Attorneys (2 per office) in 2-year contract positions, and a single Administrator position to serve both offices.

Residents, selected by a rigorous application process that includes the provision of draft business plans, will be trained to start-up their own firms upon departure from Fair Shake ELS. The incubator is designed to put residents in the context of the practice that they will run themselves, including practical skills growth in client development, identifying potential business investors, billing and pricing, law office management, and budgeting. During the time that residents practice environmental law in the incubator, they will also refine their business plan and secure investors under the guidance of senior-level staff at the incubator. Due to the constant production of resident attorneys from the incubator who will start up environmental practices for underserved clients, the incubator will catalyze businesses that will fill the gap in environmental legal services in the region over time.

Senior Attorney Job Description

A Senior Attorney will lead the Ohio or the Pennsylvania office of Fair Shake Environmental Legal Services by building client relationships, supervising Resident Attorneys in the local office, building that office's docket, and developing educational materials and presentations for the local community. The Senior Attorney will work closely with the Executive Director to integrate the organization's educational, environmental justice, and legal services objectives into everyday operations of the local office. The Senior Attorney is also responsible for oversight of the administrative functions of the local office.

Desired skills and qualities:

- Effective and efficient manager of diverse staff and legal matters, including the full spectrum of environmental legal issues in the contexts of client counseling, litigation, and legislative drafting;
- Experience mentoring attorneys in lawyering skills, case management, drafting, research, and effective communication;
- Proven effectiveness in fostering a culture of respect among staff and with clients through internal and external communication policies, collaborative case development processes, the use of client-centered counseling processes, active listening, and developing the decision-making ability of others;
- Maintain effective professional relationships with staff, experts, clients, and colleagues;
- Strong management, mentoring, and interpersonal communication skills;
- Demonstrated initiative and creative problem-solving experience in client interactions and case management;
- Knowledge of prominent environmental issues affecting individuals and communities in Ohio and Pennsylvania;
- Proven ability to manage budgets;
- A commitment to:
 - promoting fair treatment and meaningful involvement of all people, regardless of race, color, national origin, or income in the development, implementation, and enforcement of environmental laws, regulations, and policies;
 - providing legal representation to allow equal access to the environmental decision-making process and to foster equal protection under the law for the health, preservation, and restoration of natural, scenic, historic, and esthetic values of the environment;

- educating young attorneys in legal services entrepreneurship and incubating start-up legal services organizations to serve the environmental legal needs of underserved low- and middle-income clients; and
- empowering communities and stimulating economies in the Appalachian Basin region by providing environmental legal services and counseling to allow the underserved to make decisions about practical and innovative solutions to complex environmental challenges across the region.

Minimum Qualifications

Candidates should possess:

- A minimum of 4 years of experience in civil or administrative litigation, preferably with a focus in environmental law;
- Current Ohio and/or Pennsylvania Bar membership or the ability to be admitted to the Ohio or Pennsylvania Bar within 6 months of employment;

The Senior Attorney must be willing to travel across the State or Commonwealth and to other Fair Shake offices as needed.

Compensation & Benefits

Fair Shake offers a competitive salary commensurate with skills and experience as well as a comprehensive benefits package that includes 20 days paid vacation, medical, dental, life insurance, disability, and a retirement savings plan.

To Apply

E-mail a letter of interest, curriculum vitae, and a writing sample to Emily Collins, Executive Director, at ecollins@fairshake-els.org by February 14, 2014.

Fair Shake Environmental Legal Services is an Equal Opportunity Employer. We are committed to diversity in our workforce.