

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.

Resident Attorney Job Description

Fair Shake ELS is looking for bright, motivated attorneys who want to build small or solo environmental law practices for modest means clients in the Appalachian Basin region. We are hiring attorneys interested in increasing access to justice in environmental matters and public participation in environmental decision-making. Our Resident Attorneys enjoy collaborative case development, but also can work independently.

Resident Attorneys will be part of a legal team in either Pennsylvania or Ohio dedicated to providing environmental legal services to modest means clients. Residents will build a client base geared toward their own environmental practice goals while training in the business of a law practice serving modest means clients. Resident Attorneys will spend time every week on both case development *and* business planning. Resident Attorneys are expected to work to start-up their own environmental practices within the tri-state region of Ohio, Pennsylvania and West Virginia after spending 2 years at Fair Shake ELS. Options will exist for continued support from the Fair Shake staff after the 2-year residency period.

Resident Attorneys will work on a diverse scope of environmental matters, but may focus in areas of desired practice development. Anticipated case matters include permit appeals, civil litigation, citizen suits, permit and rule comments, administrative petitions, land use hearings, gas lease reviews and negotiations, compliance counseling, community educational presentations, and opinion letter development. Residents will fully engage in all aspects of case development.

Resident Attorneys will report directly to the Senior Attorney heading their office.

Desired skills and qualities:

- Training and experience in the full spectrum of environmental and administrative legal issues;
- Training in client interviewing and counseling, administrative procedure, and trial advocacy;
- Experience and training in legal drafting, research, and effective communication;
- A strong interest in starting a small environmental legal practice in the tri-state region;
- Demonstrated effectiveness in both collaboratively- and independently-produced work product and performances;
- 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 1-3 years of legal practice experience (experience in a clinical program during law school may count as 1 year of experience in legal practice);
- Current Ohio or Pennsylvania Bar membership or willingness to become licensed in those states within 6 months from the date of hire.

Resident Attorneys 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 non-profit salary commensurate with skills and experience as well as a comprehensive benefits package that includes 15 days paid vacation, medical, dental, life insurance, disability, and a retirement savings plan.

To Apply

E-mail a letter of interest, curriculum vitae, transcript, and a writing sample to Emily Collins, Executive Director, at ecollins@fairshake-els.org by March 31, 2014.

The letter of interest should include the outline of a proposed business plan to serve modest means clients to meet their environmental legal services needs. Please include the proposed geographic scope of your practice, the particular areas of environmental law in which you would like to focus, a basic operational budget, and your practice goals.

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