



**Position:** Rural Lands Attorney

**Reports to:** Working Lands Team Lead

**Status:** Permanent, Exempt, 1.0 FTE

**Hours:** 37.5 hours per week. Primarily weekdays, some evenings and weekends required.

**Compensation:** Salary = \$60,000 to \$80,000 DOE

**Benefits:** Medical plan. Dental plan. Vision plan. Retirement plan. Paid holidays. Accrued PTO and Sick Days. Sabbatical plan.

**Location:** TBD, Oregon

Help shape Oregon's future!

Founded in 1974 by Governor Tom McCall, 1000 Friends was created as a watchdog organization to protect Oregon's land use system. Now, 45 years later, we are responsible for the protection of the 61.3 million acres of our state's spectacular natural areas, rivers, lakes and streams, and our thriving working lands that contain some of the most productive lands in the world. Additionally, within the 800,000 acres inside of the urban growth boundaries of our 241 cities and towns, we work to increase housing and transportation options and investments in parks and natural areas to maintain livability for an increasing population statewide. Join our team today!

### **Our Mission**

*Working with Oregonians to enhance our quality of life by building livable urban and rural communities, protecting family farms and forests, and conserving natural areas.*

### **Our Vision**

*The ultimate outcome sought by 1000 Friends is an Oregon in which all people share in the economic and ecological benefits of great communities and healthy working landscapes.*

### **Our Values**

*We believe in the uniqueness of Oregon and a livable state for all Oregonians.*

*A state that sustains with fruitful working lands and breathtaking iconic places.*

*A state that thrives because of great communities that welcome all.*

*A state we call home.*

### **Equity Statement**

We know that land ownership, as well as land use policies and processes, have not always been equitable. Land ownership has been racially restricted, land use entitlements have favored those with access to decision-makers, and public engagement in land use planning has not reached communities of color and communities with low incomes. Our work at 1000 Friends carries a special responsibility to address equity, diversity, and inclusion because we deal with land and the land use planning system. We think 1000 Friends must consider equity in the land use system while simultaneously working to accomplish our mission. We will work to achieve

equity in the decisions that govern 1000 Friends and in the policies for which we advocate and use equity as one of our core metrics for evaluating the effectiveness of our work.

### **Our Investments in Our Team**

1000 Friends of Oregon offers competitive compensation, 100% employer-paid medical and dental for employees (80% for dependents), 403(b) retirement plans with employer matching for eligible employees, employer-paid short-term and long-term disability insurance, Employee Assistance Plan, flexible/family-friendly work schedules, generous paid vacation, sabbatical plan, and a collaborative work environment. 1000 Friends of Oregon also provides professional development opportunities. As a result, you will find a culture that supports and inspires achievement and personal development.

### **Background**

For almost fifty years 1000 Friends has marshaled the land use movement. Driven by a passion for protecting Oregon's farmland, forests, iconic landscapes, and the sustainability of rural communities, Oregonians championed a different approach to land — a community-based approach within a statewide legal structure. 1000 Friends seeks to add a staff attorney to our team, whose focus will be working with Oregonians to protect farm and forest lands and natural resources in rural Oregon.

People appreciate the power of Oregon's land use system when they see it properly implemented on local issues they care about, which often requires the assistance of 1000 Friends. Rural issues in which we engage include protecting coastal dunes, preventing nonfarm development on farm land, ensuring proper conditions are placed and enforced on permitted activities in rural areas, limiting development in wildfire-prone areas, protecting forested areas for multiple resource values, working with rural communities to support sustainable economic development, and more.

### **Position Description**

The Rural Lands Attorney works with individuals and organizations across the state to ensure that Oregon's land use laws protecting farm, forest, and ranch lands and natural resources are implemented legally at the local and state level. This involves providing technical and legal advice and, when appropriate, legal representation.

This person works collaboratively with other members of the Working Lands Team within 1000 Friends of Oregon to identify fact patterns calling for strategic litigation and to identify existing laws and administrative rules that should be changed to improve and strengthen the land use program. This includes providing technical assistance to other staff as needed in drafting or responding to any proposed legislation and rules.

The Rural Lands Attorney will also collaborate with the 1000 Friends Communications Director and our Working Lands Engagement Manager to publicize when land use laws are being abused, to demonstrate the benefits to all Oregonians of the rural aspects of the land use program, and to advocate for proper implementation of the land use program.

## **Essential Functions**

### Legal Services

- Serve as the primary legal and technical resource for the Farmers Advisory Committee (FAC), Affiliates and non-Affiliate members of the public on rural land use matters.
- Strategically review local proposals and applications for changes to plans or for development on rural lands.
- Develop testimony for and participate in local land use proceedings throughout Oregon related to rural lands.
- Manage a docket of rural lands litigation.
- Litigate rural land use cases and enforcement actions at LUBA, the Oregon circuit courts, and the Oregon Court of Appeals.

### Policy Development

- Assist Senior Rural Lands Attorney and other staff to develop legislative concepts and draft bill language, administrative rule language, and local ordinances to strengthen the rural land use planning program and its implementation.
- Assist other staff during legislative sessions to evaluate and comment on proposed bills impacting rural lands.
- Assist with the development of rural lands policy.

### Outreach and Education

- In collaboration with the Working Lands Engagement Manager and other staff, provide education and outreach presentations to local Affiliates, FAC, and the public, to increase capacity for advocacy.
- Collaborate with Senior Rural Lands Attorney, Working Lands Engagement Manager and Communications Director to develop outreach strategies and materials and on communications and media relations.
- Other duties as necessary.

## **Required Qualifications**

- Familiarity with land use law and the Land Use Board of Appeals.
- J.D. and active membership in the Oregon State Bar.
- Commitment to the goals and vision of 1000 Friends of Oregon.
- Knowledge of legal research methods.
- Strong analytical ability and technical and persuasive writing skills.
- Self-directed, self-motivated, organized, and attentive to detail.
- Strong public speaking skills.
- Assertive, persistent, and effective in working and with public officials and staff.
- Ability to work as part of a team.
- Valid driver's license and safe driving record.

## **Preferred Qualifications**

- Land use litigation experience and/or experience litigating in Oregon circuit courts.
- Experience working in the non-profit sector.

## **How To Apply**

To apply, submit a résumé, 3 professional references, a writing sample, and a cover letter describing how your experience and skills match the needs of the organization. **Provide these materials as a single PDF document** and email them to [rural@friends.org](mailto:rural@friends.org) with “Rural Lands Attorney” in the subject line. This position will remain posted until filled.

### **1000 Friends is an Equal Opportunity Employer**

Our commitment to diversity includes the recognition that our mission is best advanced by the leadership and contributions of people of diverse backgrounds, beliefs, and cultures. Recruiting and mentoring staff to create an inclusive organization that reflects our character is a priority and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientation, gender identity, military, protected veteran status or other status protected by law.

We are most interested in finding the best candidate for the job, and that may be someone who doesn't meet every single qualification listed. Do not sell yourself short. If you are interested in applying, we encourage you to think broadly about your background and qualifications for the role.

***The successful applicant must meet the requirements of 1000 Friends background screening process.***