



**Position:** Staff Attorney

**Reports to:** Senior Staff Attorney

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

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

**Compensation:** Salary = \$72,500 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

### **About 1000 Friends of Oregon**

As Oregon's only statewide land use watchdog, 1000 Friends works with Oregonians to improve our quality of life by building livable and lovable cities and towns, protecting family farms and forests, and conserving natural areas. 1000 Friends achieves these efforts by building power with Oregonians across the state through land use policy research, advocacy, mentorship and programming, coalition-building, and enforcement. And, as a result of these efforts, Oregonians continue to take care of the only statewide watchdog; the majority of funding, year after year, comes from individual donations.

In 2023, Oregon faces similar pressures to those of the 1960s and 70s: historic amounts of federal stimulus dollars for jobs, transportation, housing, and energy projects. The pressure to irreversibly pave over our farms, forests, and watersheds mounts. But, 1000 Friends is built to work with communities to guide these dollars in ways that improve our quality of life for generations to come. Oregonians continue the strong tradition of resisting pitting two good things against each other like our environment vs. jobs. We continue to show we can build a diversified economy of the future and ground ourselves in nature.

We rely on membership and public events and surveys to ensure we are responding to the most timely issues. We also incorporate polling results. For example, 68% of respondents hope Oregon will limit the construction of new homes in fire-prone areas. Oregon Values and Beliefs Center Survey, June 29, 2022. 71% of Oregonians said they would oppose allowing local governments to permit housing developments in areas currently protected as farm and forestlands. DHM Research, March 16, 2023.

### **Position Description**

The Staff Attorney works with individuals and organizations across the state to ensure that Oregon's land use laws are implemented legally at the local and state levels. This involves providing technical and legal advice and, when appropriate, legal representation to clients. The Staff Attorney's workload includes cases inside and outside of urban growth boundaries, including urban growth boundary expansion proposals, and the Staff Attorney works to protect farm, forest, and ranch lands and natural resources.

This person works collaboratively with the other staff attorneys and members of the Working Lands team and Great Communities 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 Staff Attorney will also collaborate with the 1000 Friends Communications staff to publicize when land use laws are being abused, to demonstrate the benefits to all Oregonians of the land use program, and to advocate for proper implementation of Oregon's land use laws.

## **Essential Functions**

### Legal Services

- Strategically review local proposals and applications for changes to city and county comprehensive plans, including UGB expansion proposals and related amendments.
- Develop testimony for and participate in local land use proceedings in cities and counties throughout Oregon.
- Manage a docket of local comments and appeals.
- Litigate land use cases and enforcement actions at the Land Use Board of Appeals, the Department of Land Conservation and Development, the Oregon Court of Appeals, the Oregon Supreme Court, and, if needed, the Oregon Circuit Court.
- Work with local land use activists, organizations, and Affiliated groups as relevant in carrying out the above responsibilities.

### Policy Development

- As needed, assist the Senior Staff Attorney and other staff to develop legislative concepts and draft bill language, administrative rule language, and local ordinances to strengthen the land use planning program and its implementation.
- Assist, as needed, other staff during legislative sessions to evaluate and comment on proposed bills impacting rural lands.

### Outreach and Education

- In collaboration with other staff, provide education and outreach presentations to local Affiliates and members of the public, to increase capacity for advocacy.
- Collaborate with other staff to develop outreach strategies and materials and on communications and media relations.
- Other duties as necessary.

## **Required Qualifications**

- 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**

- Familiarity with land use law and the Land Use Board of Appeals.
- Litigation experience before the Land Use Board of Appeals, Oregon Appellate Courts and/or in Oregon circuit courts.
- Experience working in the non-profit sector.

## **How To Apply**

To apply, submit a resume, 3 professional references, a legal 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 [jobs@friends.org](mailto:jobs@friends.org) with "Staff Attorney" in the subject line. This position will remain posted until filled.

We are most interested in finding the best candidate for the job, who may be someone who doesn't meet every 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.

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### **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 collective and personal achievement.



### **Covid Vaccine Requirements**

1000 Friends of Oregon requires all staff to be vaccinated and take precautionary measures to keep staff and members healthy and safe. If you need medical or religious accommodations please speak with the Operations Manager, Lou Ocampo. All new hires will be given 6 weeks to be fully vaccinated from start date. Full policy available upon request.

**Working Environment**

We work in a hybrid work environment with the option to work from our main office in Portland, from home, or some combination. Work environment includes desk work with a sit/stand option, using a computer extensively, and this position requires regular travel.

**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 low-income communities. 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.

**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 men and women 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.