

STAFF ATTORNEY, TERRESTRIAL WILDLIFE PROGRAM

Organization Summary: The Animal Welfare Institute (AWI) is a nonprofit organization founded in 1951 whose mission is to alleviate the suffering caused to animals by people. With headquarters in the Eastern Market district of Washington, DC, AWI employs approximately 27 staff and consultants, with most located at its headquarters and others operating from locations around the country. AWI is program oriented—more than 90 percent of our budget goes to support our programs to protect terrestrial and marine wildlife, farm animals, animals in research, and companion animals via educational programs, strategically crafted campaigns, political advocacy, and engagement with industry, policymakers, scientists, and other NGOs.

Position Summary: We seek a full-time staff attorney to join our Terrestrial Wildlife Program team. The staff attorney's role will be to use the law and science to develop and implement AWI's policy and litigation strategy to protect terrestrial wildlife. The staff attorney will work closely with the Program's attorneys and biologists, as well as with other advocacy groups, to advance the Program's efforts at local, state, national, and international levels to protect threatened and endangered species and their habitat, to oppose methods of wildlife management that are cruel and not based in sound science, to advocate for humane solutions to human-wildlife conflicts, and to address unsustainable global wildlife trade and other harmful activities.

Duties and Responsibilities:

- Identify and engage in opportunities to protect terrestrial wildlife through federal and state regulatory mechanisms, legislation, and litigation.
- Draft a variety of documents, including rulemaking petitions, comments on rulemaking notices, federal listing petitions, public records requests, environmental analyses, and other policy-related documents.
- Develop and implement litigation and legal advocacy strategies to support program goals.
- Conduct legal research and draft legal memoranda.
- Support AWI's government affairs staff by drafting and reviewing state and federal legislation, engaging with policymakers, and providing expert testimony before the U.S. Congress, state legislatures, and administrative agencies.
- Represent AWI at meetings, hearings, and other events.
- Draft action alerts, press releases, op-eds, educational materials, social media posts, website content, donor updates, and *AWI Quarterly* magazine articles highlighting AWI's wildlife protection campaigns.
- Along with other members of the terrestrial wildlife program team, act as a media contact for wildlife issues.
- Engage in a wide range of activities related to the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES).
- Develop contacts and communicate with government officials and other NGOs.

Education:

- A law degree as well as admission to and good standing with a state bar is required.
- A bachelor's degree or advanced degree in conservation biology, wildlife biology, ecology, or related field is preferred.

Skills and Experience:

- A minimum of three years of relevant legal experience.

- Experience using a broad suite of legal advocacy tools, including federal and state administrative rulemakings and petitions, legislative policy development, and litigation.
- Participation in some or all of the tasks involved in complex litigation, including factual investigation, legal research and analysis, discovery, briefing, and oral advocacy.
- Exceptional research, writing, and communication skills.
- Excellent oral advocacy skills, including public speaking experience.
- Strong working knowledge of the Endangered Species Act, National Environmental Policy Act, Administrative Procedures Act, Freedom of Information Act, and other federal and state laws that protect terrestrial wildlife.
- Knowledge of CITES issues and processes.
- Demonstrated commitment to AWI's mission and to public interest work, including the preservation of wildlife and prevention of animal suffering.
- Demonstrated ability to take initiative and think creatively about project development.
- Demonstrated ability to prioritize heavy workload, work independently as well as part of a team, and work under pressure in a fast-paced environment.
- Demonstrated ability to cultivate and maintain relationships with a wide range of stakeholders and policymakers influencing wildlife conservation, including other NGOs, state and federal government officials, and legislators and their staff.
- Ability to multitask and manage short- and long-term deadlines.
- Strong work ethic and sound judgment.
- Strong attention to detail, as well as problem-solving skills.
- Strong computer skills, including proficiency in Microsoft Word, Excel, PowerPoint.
- Ability to work effectively with a diversity of people, cultures, and constituencies.

Job Location:

Washington, D.C. is the preferred location for this position, but remote options will be considered for exceptional candidates.

Salary/Benefits:

Salary is commensurate with experience and abilities. We offer an excellent benefits package, including employer-paid medical, prescription, and dental insurance, employee-paid vision insurance, 401(k) with employer match, paid time off policy, on-site parking, and IRS commuter benefit program.

To apply:

Please submit the following materials to jobs@awionline.org, "Attn: Staff Attorney": (1) cover letter, including an explanation of your interests in wildlife protection and your motivation to work in this position and the public interest legal field; (2) resume; (3) two writing samples that are predominantly your own work. A rulemaking comment or petition and legal brief or memorandum are preferred writing samples; (4) law school transcript (unofficial is acceptable); and (5) three to five professional references. **No telephone calls, please.** Only candidates selected for interviews will be contacted. The position will remain open until filled.

AWI is an equal employment opportunity employer. We are committed to employment practices that provide equal opportunities for all persons without regard to race, color, creed, sex, religion, age, national origin, sexual orientation, political affiliation, physical or mental disability, pregnancy, personal appearance, marital or family status, or other status as protected by applicable state, local, and federal laws. We are committed to advancing diversity, equity, and inclusion within our organization.