



Associate Attorney Job Announcement May 2025

The Conservation Law Center seeks applications for an **Associate Attorney** to join our legal team in the beautiful Midwest college town of Bloomington, Indiana.

About CLC

The Conservation Law Center (CLC) is the only Indiana-based nonprofit law firm dedicated to addressing some of the most pressing environmental problems through public interest litigation, policy advocacy, and other legal tools. CLC's growing staff of eleven full-time professionals includes six attorneys experienced in the practice of environmental, conservation, and land use law. Our attorneys provide *pro bono* representation to environmental nonprofits, land trusts, and community groups to advance solutions to environmental challenges, protect public health in Indiana communities, preserve and protect wildlife and their habitat, and safeguard public trust rights in the Great Lakes.

Training the next generation of public interest-minded lawyers, CLC also operates the Conservation Law Clinic at Indiana University's Maurer School of Law, in which law students develop essential lawyering skills working with senior attorneys representing CLC clients in active cases. While much of CLC's work is Indiana-focused, it often concerns issues with broader implications for the Midwest and nation.

About the Opportunity

CLC seeks to hire an environmental litigation attorney with 2-5 years of experience for an Associate position in our Bloomington, Indiana office. This attorney will principally work on CLC's federal and state litigation and regulatory actions to protect natural resources and communities in Indiana and across the Midwest.

The Associate Attorney will collaborate with CLC's Senior Attorneys on strategic litigation and advocacy to safeguard the public trust in Lake Michigan, protect Indiana's wetlands, natural areas, and critical habitats from development threats, ensure clean air and water, and empower Hoosier communities to effectively engage in government decision-making that impacts their health and quality of life.

Job Responsibilities:

- Engage in team problem solving, litigation planning, project management, trial work, and legislative strategies where appropriate.
- Participate in the full range of tasks involved in federal and state litigation and regulatory advocacy including: appearing before federal and state courts and agencies; drafting legal briefs and motions; conducting legal research and analysis; drafting public comments; and engaging in negotiation, discovery, and oral advocacy.
- Work collaboratively with CLC attorneys and staff and help create a supportive and collegial work environment.
- Help teach law students enrolled in the Conservation Law Clinic.
- Develop lectures and discussions on a wide variety of environmental, land use, and conservation topics to present in seminars and other forums.
- Help cultivate relationships with clients, partners, experts, and funders.
- Help communicate CLC's work in support of fundraising and marketing efforts.
- Engage in professional development, including attending conferences and participating in opportunities to develop policy papers and articles.

We anticipate our Associate Attorneys will develop skills under the guidance of our more senior attorneys. As Associate Attorneys gain experience, their dockets may include cases for which they have greater responsibilities under the supervision of a Senior Attorney in addition to matters on which they work in a supporting role.

Education and Experience:

- Law school graduate with 2-5 years of legal experience.
- Admitted to the Indiana bar, or eligible and willing to apply for admission to the Indiana bar. Admission to another Midwest state bar is a plus.
- Strong academic record, and excellent writing, analytical, and communication skills.
- Demonstrated interest in and substantive knowledge of environmental and natural resources laws.
- Litigation experience is a plus.
- Commitment and ability to be an exceptional teacher and mentor to law students.
- Strong communication skills and the willingness to advocate for CLC's mission with media, partners, and funders.
- Commitment to public interest advocacy and passion for CLC's role and mission.
- Strong interpersonal skills and ability to work productively as a member of a supportive team of skilled professionals.
- Ability and willingness to travel as necessary to support CLC's work.

Additional Background

CLC believes in a positive work-life balance and understands that flexibility is part of that. Our staff are professionals and are treated as such. Not every minute of every day must be spent in

the office setting. Working from home is a regular part of our routines, and maintaining personal appointments and schedules is a part of modern professional work life that we always accommodate. Some remote work away from Bloomington may be possible, with the understanding that we have responsibilities to our clients, students, and colleagues that must be met to maintain the highest professionalism and strong team bonds.

Bloomington, Indiana is located in the unglaciated hardwood hills of southern Indiana and is home to Indiana University's flagship campus. The community celebrates its natural beauty, outstanding cultural offerings and food scene, high-quality schools, and convenient access to the outstanding Indianapolis International Airport. Bloomington is 1 hour drive to Indianapolis, 1.5 hours to Louisville, 3 hours to Cincinnati, 3.5 hours to St. Louis, and 4 hours to Chicago.

Application Process

To apply, please submit a cover letter, resume, references, and a writing sample (10 pages max) to CLC's Operations Manager, Christie Pace at clpace@iu.edu, Attn: Associate Attorney Position. PDF format is preferred.

CLC hopes to fill this position as soon as possible. The Associate Attorney will be expected to help teach in the Conservation Law Clinic beginning in the fall semester in August 2025.

Applications received before May 30 will receive preference. We will accept applications until the position is filled.

Salary and Benefits

CLC offers salaries competitive with leading national environmental nonprofits including a benefits package for employees and their families that includes health, dental, vision, as well as a retirement match. Expected salary range for the Associate Attorney position is \$85,000-\$110,000, depending on the length and nature of an applicant's experience.

We are an equal employment opportunity employer. All qualified applicants will receive consideration for employment without regard to age, ethnicity, color, race, religion, sex, sexual orientation, gender identity or expression, genetic information, marital status, national origin, disability status, protected veteran status or any other characteristic protected by law.