



Director of Policy and Government Affairs Job Announcement November 2025

The Conservation Law Center (CLC) seeks applications for a Director of Policy and Government Affairs to lead our statewide efforts to protect and improve water quality in Indiana through legislative and regulatory advocacy and reform.

Background

CLC is the only public interest environmental law firm in Indiana. We address some of the most pressing conservation and environmental problems through public interest litigation, policy advocacy, and other legal tools. CLC's staff of thirteen full-time professionals include seven attorneys experienced in the practice of environmental, conservation, and land use law and policy. CLC's core mission is to provide pro bono representation to conservation organizations engaged in protecting clean water and natural habitat in the Great Lakes region, as well as to environmental nonprofits and community groups tackling environmental health issues in Indiana.

We are also committed to training the next generation of public interest lawyers through the Conservation Law Clinic at Indiana University's Maurer School of Law. By working on active cases and matters under the supervision of CLC's attorneys, law students develop essential lawyering skills needed to navigate complex environmental laws, regulatory, and legislative processes. The Clinic also exposes participating law students to the interplay between pervasive environmental problems and the broader socio-economic, political, and cultural contexts in which they occur.

Job Description

The Director of Policy and Government Affairs will be primarily responsible for leading CLC's statewide policy initiatives, with a particular focus on Indiana's water policies. The Director of Policy will work with the CLC team to develop and advance the organization's policy objectives through legislative and regulatory education and advocacy at the Indiana Statehouse and before environmental rule-making boards. The Director of Policy will also closely collaborate with other environmental and conservation-focused organizations, lawmakers, and key stakeholders to build coalitions that support CLC's water policy initiatives. Additionally, the

Director of Policy will help teach law students enrolled in the Conservation Law Clinic together with CLC's other attorneys.

Responsibilities

- Work with CLC staff to develop CLC policy priorities, particularly on water issues
- Analyze, strategize, and lead advocacy efforts related to [CLC's Water Report](#)
- Meet, engage, and develop relationships with legislators and their staff members, key Indiana agencies, and other stakeholders across the state
- Educate lawmakers and other advocates on issues affecting Indiana's water quality
- Track state legislation as proposals move through the legislative process
- Recommend policy positions to CLC staff and partner organizations
- Testify at legislative committee or task force hearings
- Prepare policy analyses, reports, fact sheets, and other educational materials
- Remain current on newsworthy local, state, and federal issues that inform and provide compelling context for advancing CLC's work
- Help teach 2L and 3L students in the Conservation Law Clinic
- Develop and present lectures, seminars, and discussions on a wide variety of conservation and water-related topics at conferences, symposia, CLEs other public forums
- Work collaboratively with other CLC attorneys and staff, and help create a supportive and collegial work environment
- Engage in professional development and participate in opportunities to develop policy papers and articles

Qualifications

- J.D. preferred but exceptional candidates will be considered regardless of degree
- At least 3 years of experience working in policy advocacy
- Experience with and passion for environmental or conservation issues, particularly on environmental policy and water-related issues
- Strong legal research, writing, analytical, and oral advocacy skills
- The ability to develop work plans and implement strategies for achieving policy goals
- Strong sense of personal initiative and work ethic, good judgment, creativity, and flexibility
- Commitment and ability to be an exceptional teacher and mentor
- Strong communication skills and the willingness to advocate for CLC's mission with media, partners, and funders
- Outstanding academic record
- Demonstrated commitment to CLC's core focus areas

- Strong interpersonal skills and the desire to be a member of a supportive team
- Ability and willingness to travel as necessary in support of CLC's work

Additional Background

CLC is based in the beautiful Midwestern college town of Bloomington, Indiana. We expect this position to be based in Bloomington, though frequent travel to Indianapolis will be required, especially during the legislative session.

CLC believes firmly in a positive work-life balance and understands that flexibility is part of that balance. Our staff members 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 a modern professional work life that we can always accommodate. Some remote work away from Bloomington may also 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

Interested candidates must submit a cover letter, resume, and references in PDF format to CLC's Operations Manager, Christie Pace at clpace@iu.edu, Attn: Director of Policy and Government Affairs. CLC aims to fill this position as soon as possible and will accept applications until the position is filled.

Salary and Benefits

Conservation Law Center offers salaries that are 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 Director of Policy and Government Affairs position is \$85,000-105,000 depending on the level of 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.
