



**Associate Attorney
Job Announcement - May 2026**

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

Background: Conservation Law Center

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 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 wildlife and habitat across the globe, and safeguard public trust rights in the Great Lakes Region.

CLC also operates the Conservation Law Clinic at Indiana University Maurer School of Law, where law students develop practical legal skills by working alongside experienced attorneys on active matters. While much of CLC's work is Indiana-focused, our practice extends across the Midwest and beyond, including some international projects.

We value collaboration, creativity, curiosity, and a commitment to public service. We recognize that excellent candidates may come from a wide variety of legal, policy, nonprofit, government, academic, or community-based backgrounds and encourage applicants to apply even if they do not meet every listed qualification.

Position Overview

This is an exciting opportunity to join a twenty-year-old public interest law firm working on some of the most important and challenging conservation issues.

This Associate Attorney position will focus primarily on land conservation and habitat protection projects, including work related to the 3.5 million-acre [Southern Indiana Sentinel Landscape](#) partnership (SISL). SISL is a landscape-scale conservation project that includes federal agencies, state and local governments, nonprofit organizations, and private stakeholders working together to conserve public and private lands, advance sustainable land management practices, restore forests, protect working lands, and safeguard watersheds and riparian corridors. These efforts help conserve natural resources and wildlife habitat while supporting the long-term resilience of the region.

The Associate Attorney position will play an important role in advancing CLC's land conservation initiatives through legal advocacy, project management, and collaboration with partners and stakeholders. The attorney will also help teach and mentor law students enrolled in the Conservation Law Clinic.

Applicants with approximately 3–5 years of experience will be supported in developing expanded leadership and management responsibilities over time. Candidates with more extensive experience are also encouraged to apply, with the possibility of starting in a Senior Attorney role.

Responsibilities:

Responsibilities may include the following:

- Contribute to and help expand CLC's representation of land trusts and conservation organizations on matters related to conservation easements and land conservation transactions
- Help guide and implement the SISL in collaboration with the SISL Coordinator
- Participate in teaching and supervising law students on active client matters in the Conservation Law Clinic
- Engage in legal advocacy, transactional work, project management, problem solving, and policy or legislative strategy development where appropriate
- Build and sustain collaborative relationships with clients, partners, landowners, agencies, funders, and community stakeholders to advance CLC's conservation mission
- Work closely with other CLC attorneys and staff to foster a supportive, collegial, and inclusive workplace culture
- Mentor students and early-career attorneys as appropriate to experience
- Assist in developing and delivering presentations, trainings, and educational materials on conservation-related topics
- Support CLC's communications and fundraising efforts as appropriate
- Participate in professional development opportunities, conferences, and relevant conservation and environmental networks

Qualifications

CLC is committed to supporting attorneys in developing subject-matter expertise in land conservation law and practice through mentorship, hands-on experience, and collaboration with experienced colleagues.

We understand that candidates may bring transferable skills and relevant experience from a variety of professional settings. If you believe you could contribute to this work, we encourage you to apply.

Preferred qualifications include:

- J.D. and admission to the Indiana Bar, or willingness to seek Indiana bar admission
- Approximately 3 or more years of relevant legal or policy experience
- Experience with conservation easements, land conservation transactions, or related conservation strategies
- Familiarity with land trust practices, nonprofit governance, or conservation-focused real estate work
- Interest in federal or state conservation programs, environmental policy, natural resources, land use, agriculture, or habitat protection
- Experience working collaboratively with community groups, nonprofits, government agencies, landowners, agricultural communities, or other stakeholders
- Strong legal research, writing, analytical, communication, and problem-solving skills
- Ability to manage projects, build relationships, and work collaboratively across disciplines and backgrounds
- Interest in teaching, mentorship, and supporting the development of students and early-career professionals
- Commitment to public interest work and CLC's mission
- Willingness to travel as needed in support of CLC's work

No single candidate is expected to bring expertise in every area listed above.

Workplace and Location

CLC believes in supporting a healthy and sustainable work-life balance. We offer flexibility in scheduling and hybrid work arrangements while maintaining strong commitments to our clients, students, and collaborative team environment.

Bloomington, Indiana is located in the hardwood hills of southern Indiana and is home to Indiana University's flagship campus. The community is known for its natural beauty, vibrant arts and culture scene, excellent food scene, strong schools, and easy access to outdoor

recreation. Bloomington is approximately one hour from Indianapolis (and its top-ranked airport) and within driving distance of several major Midwestern cities.

Application Process

To apply, please submit:

- Cover letter
- Resume
- References
- Writing sample (10 pages maximum)

Application materials should be sent in PDF format to:

Christie Pace

Operations Manager

clpace@iu.edu

Attn: Associate Attorney

Applications received before **June 15, 2026** will receive priority consideration. Applications will be reviewed on a rolling basis until the position is filled.

Salary and Benefits

CLC offers salaries competitive with leading national environmental nonprofit organizations, along with a comprehensive benefits package for employees and their families, including:

- Health insurance
- Dental insurance
- Vision insurance
- Retirement match
- Flexible work arrangements

Expected salary range for this position is **\$90,000–\$115,000**, depending on experience, qualifications, and level of responsibility.

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.