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## **Job Announcement – Associate Attorney**

Shute, Mihaly & Weinberger LLP is seeking to hire an Associate Attorney to support its work on behalf of public agencies, non-profit organizations, and community groups. The position is in San Francisco, although candidates in other locations may be considered with the right qualifications. Application Deadline: November 30, 2020.

### **About the Firm**

Shute, Mihaly & Weinberger LLP is a law firm specializing in government, land use, real estate, renewable energy, and environmental law. Since 1980, the firm has provided public agencies, non-profits, tribes, and community groups with the highest quality legal representation, offering an array of litigation, regulatory, counseling, and planning services. Known for its commitment to promoting environmental and community values, SMW is at the forefront of the major land use, environmental, energy, and development issues. We are proud to be one of the few law firms in California in which a majority of the partners are women.

As a firm, SMW acknowledges that the practice of law, the environmental movement, and local governments decisions—with our participation—have contributed to systemic racism and the oppression of people of color and other marginalized communities. As a result, we have a moral obligation to fight racism and work toward equity in our workplace and our communities. We also believe that a more diverse and inclusive workplace will allow us to better serve our clients and the interests of all people. We aim to bring these values to bear in all firm decisions, including hiring.

### **Position Summary**

We are seeking an attorney with 3 to 5 years of relevant work experience to join our team. Depending on interest and experience, the attorney will likely work across a variety of the firm's practice areas, including CEQA/NEPA, environmental justice, climate change, land use, energy, local government, and election law. They will principally represent non-profit organizations, community groups, and state and local government entities working to advance progressive environmental and land use outcomes in California.

### **Responsibilities**

A successful candidate will be responsible for:

- Representing clients in state and federal courts and before administrative agencies and local governments.
- Providing written and oral advice to clients.

- Drafting documents in a variety of litigation, advisory, transactional, and policy contexts.
- Communication with stakeholders, co-counsel, and opposing counsel.
- Collaborating with team members at the firm, with clients and consultants, and with other stakeholders.
- Supervising and mentoring junior attorneys and law clerks.

### **Desired Qualifications**

- Law degree and license to practice. If not a member of the California Bar, candidate must be willing to seek membership within one year of start date.
- Minimum 3 years of experience in one or more of the firm's practice areas.
- Strong advocacy skills in both written and oral formats.
- Ability to work efficiently and independently and to represent firm clients with maturity, judgement, and professionalism.
- Demonstrated commitment to public interest advocacy.

### **Compensation and Benefits**

- Expected salary range: \$114,000 to \$125,000, based on experience, plus discretionary annual bonus.
- Generous medical, dental, vision, and disability insurance coverage and vacation/sick/parental leave policies.
- 401(k) plan with employer contribution and discretionary profit-share.
- Commuter, cell-phone, and technology subsidies.

### **Application Instructions**

Interested candidates should submit the following to [hiring@smwlaw.com](mailto: hiring@smwlaw.com):

- Cover Letter. We look for cover letters that go beyond the resume to explain why the applicant is an ideal candidate for the position. As the firm is committed to building a diverse work environment, applicants may include in their cover letter information about how they will further this goal.
- Resume.
- Writing sample that primarily reflects your work.
- Law school transcript.
- List of three references, including work references.

Application Deadline: November 30, 2020. Applications will be reviewed on a rolling basis.