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futurewise.org



## **Job Announcement**

### **Futurewise Deputy Legal Director**

Futurewise, Washington State’s premier statewide public interest organization focused on land use and planning policy and the watchdog of our state’s unique Growth Management Act, seeks a Deputy Legal Director. The Deputy Legal Director will work alongside leading attorneys in the field and shape enforcement and understanding of the State Growth Management Act including long-time protections for farmland, forest land, and critical areas and newly legislated requirements to plan for climate change and housing and prevent exclusionary zoning and displacement. This is an opportunity to work with and learn from our Director of Planning and Law, and transition into that role when our current Director retires in 2027.

Daily responsibilities will include reviewing and commenting on comprehensive plans and development regulations, evaluating and litigating growth management cases, and providing legal assistance to Futurewise and affiliated organizations. Over the next four years, the Deputy Legal Director will transition into the Director of Planning and Law position, taking over leadership of our legal program and becoming one of the leading, cutting-edge public interest land use attorneys in the country. The position requires a commitment to progressive growth management, environmental protection, affordable housing, equitable development, sustainable transportation, and neighborhood health and revitalization, as well as current membership in Washington State Bar Association or ability to become a member within a year.

Salary: \$75,000 – \$90,000, DOE. Benefits include full medical, dental and vision coverage, Simple IRA employer match up to 3% of salary, transit pass, and competitive starting vacation, sick leave and holidays. To apply, submit a resume, cover letter, legal writing sample, and three references by 5:00 p.m. on August 21. This position reports to the Director of Planning and Law. More application details are below.

## **Futurewise**

Futurewise works throughout Washington State to support land-use policies that encourage healthy, equitable and opportunity-rich communities, and that protect our most valuable farmlands, forests, and water resources. Futurewise is a Washington State nonprofit corporation with 501(c)(3) status with the U.S. Internal Revenue Service. Futurewise has a 14-member volunteer Board of Directors and eleven staff. Futurewise was founded in 1990.

## **Deputy Legal Director Responsibilities**

- Reviewing and commenting on comprehensive plans and development regulations with the assistance of the Director of Planning and Law and building a record before the city or county.



- Evaluating comprehensive plans and development regulations for compliance with the Growth Management Act and recommending whether to appeal or not.
- Working with the Legal Committee to screen and select cases for appeals by Futurewise.
- Legal research and writing.
- Preparing, filing, and litigating appeals before the State of Washington Growth Management Hearings Board with the assistance of the Director of Planning and Law. This includes drafting briefs and oral arguments before the Growth Management Hearings Board.
- Representing Futurewise before administrative agencies and courts.
- Helping to recruit attorneys for the cooperating attorney program.
- Managing and coaching cooperating attorneys and managing the cooperating attorney program.
- Preparing written materials to help lay people and cooperating attorneys participate in administrative appeals of comprehensive plans and development regulations.
- Advising affiliated organizations on legal issues related to land use and environmental planning and appeals of comprehensive plans and development regulations.
- Coordinating with and supporting the efforts of other conservation and community groups.
- Communicating program successes and needs to the Futurewise staff, Board, and the public.
- Providing legal expertise for Futurewise advocacy efforts.
- Attending hearings in person and attending Futurewise related events including fundraising events in person.

## **Primary Qualifications**

- Graduation from an accredited United States law school.
- Membership in the Washington State Bar Association, eligibility to take the Washington State Bar Examination, or eligibility for membership through a reciprocal licensing program. For candidates not licensed in Washington State, the job may be offered contingent on becoming a member of the Washington State Bar within a year.
- Strong legal research and writing skills.
- Strong written and oral communications skills.
- Excellent interpersonal relations skills.
- Ability to work independently.
- Demonstrated ability to prioritize, manage, and coordinate multiple tasks.
- Proficient computer skills.
- A commitment to social and racial equity and the environment.
- The desire and ambition to make a substantial impact on the future of Washington State.

## **Preferred Qualifications**

- Experience practicing before courts and administrative bodies, especially the State of Washington Growth Management Hearings Board.
- Media and communications experience.





- Familiarity with the Growth Management Act, Shoreline Management Act, the State Environmental Policy Act, and land use, housing, environmental, and transportation policy in Washington State.
- Demonstrated ability to set and execute a direction and vision for a team or program.
- Experience working with elected officials and local government and state agency staff.
- Experience working with community-based groups as clients or partners.
- Experience providing legal support for policy development and advocacy.

## **Application Process**

Please submit the following in pdf to [jobs@futurewise.org](mailto:jobs@futurewise.org) by 5:00 pm on August 21.

- Cover letter
- Resume
- Legal writing sample
- Three references

Please make the subject line of your email “Deputy Legal Director – [Your Last Name]” and address the cover letter to Hiring Manager. Please label all submitted materials with your last name.

### **Equal Opportunity Employment**

Futurewise is an Equal Opportunity Employer that values diversity in all areas of our operations. We are committed to equal opportunity employment and promotion for all qualified persons without regard to race, color, age, religion, sex, marital status, sexual orientation, gender identity, national origin, citizenship, military or veteran status, the presence of any sensory, mental or physical disability, pregnancy and childbirth, family responsibilities, or any other basis protected by applicable laws, regulations, or guidelines relating to discrimination in employment.

For more information visit our website:  
[www.futurewise.org](http://www.futurewise.org)

