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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, seeks a Deputy Legal Director. The Deputy Legal Director will work alongside local community partners and leading attorneys in the field, to develop legal strategy and argue landmark cases that will define interpretation of Washington State's unique Growth Management Act. The Deputy Legal Director will be at the center of the first cases enforcing new state requirements to dismantle exclusionary zoning, prevent displacement, combat health disparities and other environmental injustice, and foster climate resilient, affordable communities for all. Work on these new state requirements will complement continued litigation to protect Washington State's beautiful and incredibly diverse wildlife habitat and agricultural communities, including some of the most vital land and marine ecosystems and local food systems in the continental US. This is an opportunity to work with and learn from our long-time Director of Planning and Law, Tim Trohimovich, and continue our track-record of successful, precedent-setting litigation.

Futurewise typically has ten to 15 appeals active at any time. Most are administrative appeals before the Growth Management Hearings Board, but Futurewise also defends its Board wins in the Washington State court of appeals and, occasionally, the state supreme court. It is not unusual for Futurewise to be working on compliance before the Board while also working on an appeal to the court of appeals. Futurewise's long-term winning percentage is 80 percent. Futurewise's precedent setting wins include the state supreme court's *Kittitas County* and *Hirst v. Whatcom County* decisions on rural development, water quality, and instream fish and wildlife habitat, and the *Thurston County* decision on the size of urban growth areas.

Our legal wins before the courts are the backbone of an integrated organization-wide strategy to shape resilient communities and ecology across the state. In the last three years, Futurewise has won major victories at the state legislature, built new advocacy coalitions in Seattle, Bellevue, and Spokane, developed model community projects on the Olympic Peninsula and in South King County, and continued to win precedent setting legal cases across the state. We are a growing organization that is leading on many of the central challenges of our time, through the lens of land use policy. Over the next four years, the Deputy Legal Director will take on a growing leadership role at Futurewise. This is also an opportunity to earn promotion to the Director of Planning and Law role, with further advancements in responsibility and pay, when the current Director retires in 2027.

This position can be done fully remotely except for oral arguments before the courts. Employees of Futurewise can live anywhere in Washington State.

More information about Futurewise is available on our website, www.futurewise.org.



Salary: \$80,000 – \$100,000, 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 December 3. This position reports to the Director of Planning and Law. More application details are below.

Deputy Legal Director Responsibilities

- Preparing, filing, and litigating appeals before the State of Washington Growth Management Hearings Board, Shorelines Hearings Board, State Superior Court, State Court of Appeals, and State Supreme Court. This includes briefs and oral arguments.
- Developing legal strategy, in collaboration with the Director and the Futurewise Legal Committee, to identify potential cases on priority areas of law, gain legal standing by reviewing and commenting on comprehensive plans and development regulations, enter supporting science and policy materials into the record, recruit allies, and define the terms of the debate to maximize the chances of victory.
- Recruiting, managing and coaching cooperating attorneys and law student fellows.
- Collaborating with, supporting and advising local grassroots community partners, tribes, environmental and housing advocates, and other partners on legal appeals and related efforts.
- Building the reputation, capacity and reach of Futurewise, including communicating program successes and needs to the Futurewise staff, Board, partners 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 communications skills.
- Excellent interpersonal relations and ability to work both independently and as part of a team.
- Demonstrated ability to prioritize, manage, and coordinate multiple tasks.
- Proficient computer skills.
- A commitment to social and racial equity and the environment.
- A passion for land use policy and planning.
- The desire and ambition to make a substantial impact on the future of Washington State.

Preferred Qualifications

- Three or more years of experience practicing law before courts and administrative bodies, especially the State of Washington Growth Management Hearings Board.





- A successful track record of litigation.
- Familiarity with the Growth Management Act, Shoreline Management Act, the State Environmental Policy Act, and land use, housing, environmental, and transportation policy, especially in Washington State.
- Demonstrated ability to set and execute a direction and vision for a team or program.
- Ability to think through and plan a long-term legal strategy on a specific legal issue.
- Experience working with elected officials and local government and state agency staff.
- Experience working with the media and being part of a communications strategy to support legal victories.
- 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 by 5:00 pm on December 3.

- 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

