



FEDERAL REGULATORY ATTORNEY

Washington, D.C.

ABOUT US

West Harlem Environmental Action a/k/a WE ACT for Environmental Justice is a non-profit, community-based advocacy organization that works to build healthy communities by ensuring that people of color and/or low-income residents participate meaningfully in the creation of sound and fair environmental health and protection policies and practices. **WE ACT is a nationally recognized leader in the environmental justice (EJ) movement** and is known for its work in the areas of children's environmental health; government accountability; and climate, energy and environmental justice.

WE ACT is the only national EJ organization with a permanent presence in Washington, DC. Our federal policy strategy includes advancing and reforming new national policy, practices and regulations; supporting policy implementation and regulatory efforts of existing policy to ensure accountability; convening coalitions, organizations and researchers to drive a shared national EJ agenda; building a powerful narrative to catalyze a national EJ movement; and serving as a connector, re-grantor and technical assistance provider to build the capacity of EJ organizations into a powerful, cohesive national movement.

WE ACT prioritizes the voices of longstanding community members, communities of color, lower-income communities and, most importantly, those who have been historically marginalized and subjected to environmental and other forms of racism and exclusion. In accordance with the Jemez Principles, **we believe that communities must speak for themselves.** We work at the intersection of community engagement and activation, policy, research and education. WE ACT leverages our place at the table to push system actors, including elected officials, Big Greens, coalitions and allies to center racial justice and equity.

ABOUT THE ROLE

WE ACT seeks a Federal Regulatory Attorney with a demonstrated passion for justice and equity issues based out of our Washington, D.C. Office. This role reports to the Federal Policy Director and will:

- Coordinate with the Council on Environmental Quality (CEQ), Department of Energy (DOE) and the Federal Regulatory Commission (FERC) in the successful review and implementation of amended regulations; (including categorical exemptions for rebuilding transmission lines under the National Environmental Policy Act (NEPA); ensuring amendments are implemented, adapted and enforced appropriately and with EJ communities in mind.
- Serve as WE ACT's point person on regulatory analysis and communication with federal regulators and policymakers, developing and maintaining strong relationships, identifying opportunities and priorities and establishing WE ACT as the go-to resource for policymakers, regulators, coalition members and other stakeholders around environmental justice policy.
- Provide testimony and support administrative advocacy to ensure strong implementation of

- existing federal laws and regulations.
- Work collaboratively with the federal government affairs team – developing thought leadership papers, policy designs, technical reports, analytical tools and recommendations while ensuring through an equity and justice lens informing how laws are shaped and who they apply to.
- Provide technical assistance and referral services as needed to members of the Environmental Justice Leadership Forum, an alliance of 55 environmental justice groups representing 22 states that is convened by WE ACT.
- In collaboration with the Federal Policy Director, develop and implement a comprehensive federal regulatory affairs plan in support of the policy priorities of the Federal Policy Office and to define short- and long-term goals and objectives related to WE ACT’s policy impact.
- Convene and facilitate meetings and working groups with EJ and environmental NGO partners, experts, advocates, ratepayer and consumer groups, manufacturers, business organizations and associations, outside counsel and others to develop relationships and strengthen networks in order to address barriers to equity-centered environmental policy.
- Manage and oversee a legal intern and fellow (contingent on funding availability.)

Qualifications

The selected candidate will also possess most of the following Core and Preferred qualifications:

- JD from an accredited college or university required; admitted, or willing to apply for admission, to the District of Columbia Bar preferred.
- At least 2-4 years of increasing responsibility in public policy, with a proven track record of accomplishments designing and executing strategies that generate strong EJ policy, intervening in administrative dockets and successfully influencing regulatory policy.
- Outstanding research, analysis, oral and written communications skills in order to:
 - Translate complex data and analysis into persuasive narratives;
 - Communicate WE ACT strategies without jargon;
 - Write and deliver cogent arguments often within a short turnaround time.
- Exceptional project management skills and a high degree of emotional intelligence to support consensus building and collaboration between and among diverse stakeholders who may possess divergent viewpoints.
- Outstanding relationship-building skills with a wide range of diverse external constituencies, diplomatic abilities and authentic leadership skills that build the trust-based relationships necessary for stakeholders to buy in and share accountability for our collective work.
- Demonstrated ability to prioritize and be flexible in a fast-paced, constantly evolving and collaborative environment, where working on a team and working individually are required.

Preferred

- Background in environmental, climate, energy, transportation or civil rights policy.
- Knowledge of environmental policy, particularly as it relates to clean air, clean water, energy and environmental health issues.

SALARY & BENEFITS

WE ACT offers competitive nonprofit compensation and is committed to justice in salary transparency and wage equity. The salary range for this position is \$125,000 - \$135,000 based on experience and qualifications. WE ACT offers a generous suite of benefits, including comprehensive health care (medical, dental and vision), flexible spending account, life insurance, pre-tax transit program,

retirement programs and paid holidays and vacation. WE ACT follows a **hybrid work policy**. All staff are fully vaccinated.

OUR COMMITMENT TO EQUITY, DIVERSITY & INCLUSION

WE ACT is an equal opportunity employer and strongly encourages applications from people of color, women, persons with disabilities and LGBTQ communities. We are committed to transparent and equitable recruitment, hiring and promotion processes that foster inclusion and belonging. If you've read this job description, are excited by it and can see yourself in this role, we hope you apply. If you need a reasonable accommodation during the application or interview process, please email Shanell Reyes at Shanell.Reyes@weact.org.

HOW TO APPLY

To apply or nominate a candidate, please send to Shanell.Reyes@weact.org with "Federal Regulatory Attorney" in the subject line a resume and cover letter.

Submission in a combined PDF or Microsoft Word file is preferred. This position is open until filled and applications will be reviewed on a rolling basis.