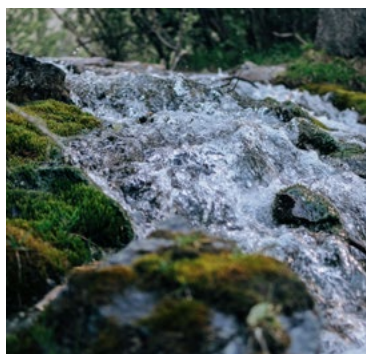


# STAFF ATTORNEY

*Leadership Opportunity*



## WHO WE ARE

Wilderness Workshop is a community-based organization working to protect the public lands of Colorado's Western Slope and build an engaged constituency in support of public land conservation and stewardship. We rely on law and policy, science, grassroots activism, and communications as the primary tools in our toolbox.

From our office in Carbondale, we work to defend and protect 8.5 million acres of public lands across western Colorado, including treasured landscapes such as the Thompson Divide, Flat Tops, Dolores River Canyons, Roan Plateau, and North Fork Valley.

Founded in 1967, Wilderness Workshop has earned a national reputation for passionate, strategic advocacy, effective grassroots activism, and scientific authority. We are a trusted leader in the conservation community, and we work collaboratively with local, regional, and national partners toward a shared vision for a healthy, ecologically intact planet.

We are committed to ensuring public lands are accessible and enjoyable for all, and that equity and justice are centered in public lands management. As an organization we are similarly working to become more inclusive and diverse and ensure we, and our work, are representative of the communities we serve.

**We now seek a passionate, committed, dynamic Staff Attorney to join our highly talented team.**

## OUR MISSION

Wilderness Workshop's mission is to protect the wilderness, water, and wildlife of Western Colorado's public lands.

## THIS IS HOW THE STAFF ATTORNEY MAKES A DIFFERENCE

Wilderness Workshop's mission is to protect the wilderness, water, and wildlife of western Colorado's public lands. At its core, our work consists of convincing land managers, Congress, local elected officials, and the public to make conservation-minded decisions regarding our public lands. This involves navigating the complex and fluid world of public land law and policy, and we seek an energetic, impassioned, and creative Staff Attorney to help.

The Staff Attorney utilizes a combination of legal research and writing, on-the-ground expertise, strategic engagement in administrative decision-making processes, coordination with conservation partners and other allies, as well as building and maintaining relationships with federal and state agency staff, local governments and congressional offices to advance Wilderness Workshop's conservation campaigns and public land protection work.



Wilderness Workshop is a highly integrated team, and the Staff Attorney supports our full portfolio of conservation work - from defending against dams to advocating for new wilderness protections - with legal research, strategy, and expertise.

## THIS IS WHAT SUCCESS LOOKS LIKE AT WILDERNESS WORKSHOP

Wilderness Workshop's long-term leadership in the campaign to protect Thompson Divide provides an inspiring example of how we use law and policy to achieve our mission. Thompson Divide occupies 220,000 acres of sensitive wildlife habitat in western Colorado. The area is mostly roadless, provides clean water to local communities, and supports ranching, hunting, fishing, and outdoor recreation that drive the local economy. Local communities unanimously oppose oil and gas drilling in the Divide because it would ruin the area's natural values.

- In 2004, during a frenzied oil and gas leasing boom, Wilderness Workshop challenged an oil and gas lease sale in Thompson Divide based on the Bureau of Land Management's (BLM) failure to comply with environmental laws when selling the leases.
- In 2007 the Interior Board of Land Appeals issued a favorable ruling on the Workshop's challenge, and in 2009 the BLM cancelled the leases.
- Wilderness Workshop used this good precedent to



challenge other leases in the Divide, ultimately securing cancellation of 25 illegally issued leases there in 2016.

- Wilderness Workshop simultaneously helped lead a campaign to secure more meaningful protections for Thompson Divide through administrative decision-making processes. In 2015, the U.S. Forest Service closed much of the area to new oil and gas leasing. In 2024, the BLM placed a 20-year administrative withdrawal on new mining and oil and gas leasing across in the area.
- All the while, Wilderness Workshop and partners continue to advocate for permanent legislative protection for the Thompson Divide—legislation has been introduced in both houses of Congress.

Other examples of Wilderness Workshop's successful work include securing new wilderness designations, stronger protections for roadless areas, new critical habitat for lynx in Colorado, administrative protections for wilderness study areas, and much more. Wilderness Workshop has also successfully defended sensitive public lands from damaging oil and gas development, timber sales, road construction, water projects, and harmful recreation developments.

All of this work is the result of legal and policy expertise, strategic thinking, and creative ideas and solutions guiding Wilderness Workshop's engagement in NEPA processes, public land policy work, and public land protection campaigns.



## THIS IS WHAT IT TAKES TO DO THE JOB

We are a place-based, mission-driven organization and rely on strategic legal engagement to achieve our goals. The Staff Attorney will engage in land management plans and projects and rulemaking efforts, including filing administrative appeals and coordinating with the Legal Director on litigation.

The position involves working closely with Wilderness Workshop's conservation team to support campaigns. The Staff Attorney will also work with partners in the conservation community, local elected officials, community leaders, and members of the public to advance legal priorities and rulemaking and policy efforts that further Wilderness Workshop's conservation goals, including defending against harmful legislation, regulations, and policies. The Staff Attorney will communicate about our work and must be willing to serve as a spokesperson for Wilderness Workshop when appropriate.



A successful candidate will have admission to and good standing with the Colorado bar (preferably) or other state bar, and 3-5 years of direct experience in public land law, preferably working with an advocacy organization or public interest environmental law firm. We seek a candidate with extensive experience with the National Environmental Policy Act, Federal Land Policy and Management Act, and National Forest Management Act.

## WORKING AT WILDERNESS WORKSHOP AND LIVING IN OUR REGION

Wilderness Workshop offers its staff a close-knit, relatively casual work environment that is focused on results and impact. We are passionate about our work, creative, and like to work collaboratively, both internally and externally. Successful members of the team are self-starters, life-long learners, community builders, and enjoy the nimbleness of a smaller organization that acts quickly to take advantage of new opportunities. English is the predominant language spoken around the office and in meetings both internally and with partner organizations.

The Roaring Fork and Colorado River Valleys stretch from the top of Independence Pass, through many interconnected towns and communities surrounded by public lands. The breadth and depth of recreation and cultural amenities found in our community are second to none. Every town in our region provides incredible access to public lands and nearly endless opportunities to ski, snowshoe, hike, bike, fish, camp, climb, and kayak just out the back door. In addition to outdoor opportunities, the area offers nationally recognized art and cultural institutions, unique businesses, a mix of public and private educational institutions (public, private, and non-traditional for both K-12 and higher education), places of worship, and many nonprofits and volunteer opportunities.

Wilderness Workshop is headquartered in Carbondale, which offers a community-oriented, small-town feel, nestled in the larger Roaring Fork Valley. With many events and networking opportunities, the growing, close-knit community extends visitors and new residents a hearty welcome. While finding housing can be challenging, there is a growing housing stock and a variety of options and opportunities, from downtown Carbondale to more rural settings or other towns within a 20-45 minute drive.

## THESE ARE THE REWARDS

**The salary range for the Staff Attorney is \$93,500-\$110,000.**

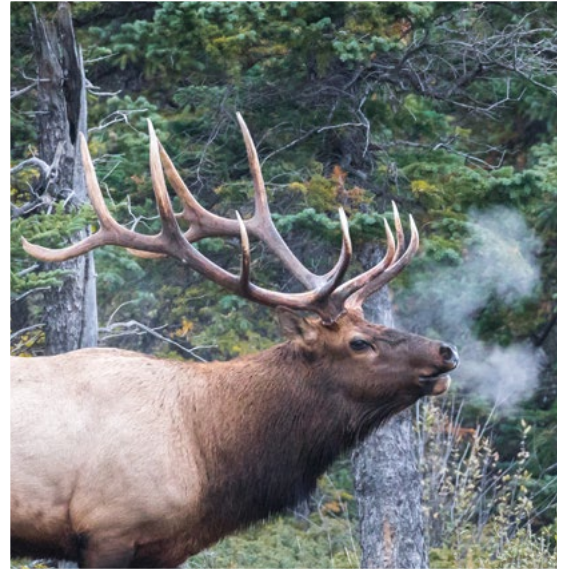
Compensation will reflect the applicant's qualifications and previous experience. We believe time in the field is motivating, inspiring, and critical to our success as advocates – and we create space for our employees to experience the places we are working to protect. Relocation support is also available for qualified candidates who are ready to move to our mountain community.



*Photo courtesy: Third St. Center, Carbondale*

## Our benefits include:

- Generous paid leave starting at 20 days per year for the first 3 years, then 25 days paid leave per year after that
- Eleven paid federal holidays per calendar year
- Paid sick leave of 6 days per year, maximum accrual of 10 days annually
- 403(b) workplace retirement plan with 2% employer contribution and up to 6% employer match
- Monthly health stipend of \$800/mo.
- Access to workplace health, dental, vision, and basic life insurance plans by United HealthCare
- Paid family leave up to 12 weeks per qualifying event through Colorado state FMLI program
- Flexible work schedule and options for occasional remote work
- Eligibility for paid 3-month sabbatical leave after 5 years on staff full time
- Opportunities for ongoing professional development and job-related training
- Reimbursement for RFTA bus pass when used for transportation to/from WW offices and job-related functions
- Annual salary evaluation



## READY TO APPLY?

Qualified candidates are encouraged to apply by submitting the following materials to **Jobs@wildernessworkshop.org** with the subject line: "Staff Attorney." If possible, please submit all materials in one pdf.

- Letter of interest (this letter should outline how your past experiences provide you with the skills and qualifications to fulfill the responsibilities of the job)
- Current resume
- Salary requirements
- Two professional references

Applications will be received on a rolling basis, with a preference given to applicants who apply by **Oct. 15, 2026**. All applications are to be submitted electronically.

Please visit us at [www.wildernessworkshop.org](http://www.wildernessworkshop.org) to learn more about the work of Wilderness Workshop.

## POSITION DESCRIPTION

### Staff Attorney

**Reports to:** Legal Director

**FLSA:** Exempt (full-time 2-year term)

**Location:** In person or remote within the State of Colorado

**Compensation:** \$93,500-\$110,000

#### Position Summary

In support of Wilderness Workshop's mission to protect public lands, WW's Staff Attorney provides legal and policy capacity to our conservation program and advocacy campaigns. The Staff Attorney plays a key role on our conservation team, bringing legal and policy expertise, strategic thinking, and creative ideas and solutions to our engagement in NEPA processes, public land policy work, and public land protection campaigns. The Staff Attorney utilizes a combination of legal research and writing, on-the-ground expertise, strategic engagement in administrative decision-making processes, coordination with conservation partners and other allies, and building/maintaining relationships with federal and state agency staff and congressional offices to advance Wilderness Workshop's conservation campaigns and public land protection work.

Wilderness Workshop is a highly integrated team, and the Staff Attorney may support our full portfolio of conservation work with legal research, strategy, and expertise.

This position is supervised by the Legal Director and works closely with the Senior Director of Policy and Programs and the Conservation Team, and will also provide support to WW's development and marketing staff by communicating program work to donors and the public.

#### Primary Responsibilities

- Lead and participate in Wilderness Workshop's engagement in land management plans and projects, including drafting National Environmental Policy Act comments, filing administrative appeals, meeting with agency staff, and coordinating with partner organizations.
- Coordinate with the Legal Director on active litigation, including factual investigation and development, legal research and analysis, and drafting documents including briefs, motions, appeals, objections, and filings.
- Engage with national coalitions to advance legal priorities and rulemaking and policy efforts that further Wilderness Workshop's conservation goals, including defending against harmful legislation, regulations, and policies.
- Identify and pursue legal strategies that support Wilderness Workshop's priorities, defense efforts, political strategies, and major campaigns, including working with experts.
- In collaboration with our conservation team, help local elected officials, community leaders, and members of the public engage in National Environmental Policy Act processes, including by providing guidance on commenting and protesting/objecting, and working directly with activists.
- Support the Communications Manager with public communications and media outreach on our legal work.
- Serve as a spokesperson for Wilderness Workshop and partners when appropriate.

## **Primary Responsibilities continued**

- Build and maintain relationships with key government officials, including federal, state, and local agency staff.
- Contribute energetically and thoughtfully to a team dynamic at Wilderness Workshop that is collaborative, inclusive, professional, inspired, empathetic, hardworking, and fun.

## **Qualifications**

- Law degree from an accredited law school.
- Admission to and good standing with the Colorado bar (preferably) or other state bar.
- Three to five years of direct experience in public land law, preferably working with an advocacy organization or public interest environmental law firm.
- Extensive experience with the National Environmental Policy Act, Federal Land Policy and Management Act, and National Forest Management Act, and expertise in public land law, policy, and management.
- Experience working with partners and in coalitions utilizing law and policy to defend and protect public lands.
- Experience with administrative rulemakings.
- Excellent research, analytic, writing, and communication skills.
- Strong work ethic and initiative, and sound yet creative judgment.
- Highly collaborative work style, with experience working successfully in a team environment.
- Excellent organization skills, attention to detail, professionalism, and ability to meet deadlines
- Commitment to public lands conservation.

Wilderness Workshop provides equal employment opportunities to all persons. No employee or applicant for employment will be discriminated against because of race, color, religion, sex, national origin, age, sexual orientation, otherwise qualified handicap or disability, or veteran status.