



COLORADO WATER TRUST

Staff Attorney

Organization

Colorado Water Trust is the only statewide nonprofit solely dedicated to restoring water to Colorado's rivers. By working within Colorado's water law system, we take the tools that were created to withdraw water from rivers and instead use them to do the opposite: return water to rivers with low flows or no flows at all. Together with our diverse partners throughout the state, we are restoring habitat for fish and other wildlife, improving local economic opportunities, and, where lost, returning to Colorado's landscape the beauty of a flowing river. Since our inception in 2001, we have restored over 20 billion gallons of water to 600 miles of Colorado's rivers and streams. We have staff strategically located both on the Front Range and across the state. Colorado Water Trust has a committed and knowledgeable board of directors and staff with exceptional expertise, talent and motivation as well as a passion for our mission. Internally, we promote a collaborative and supportive work environment, innovative ideas, flexibility, respect, and work-life balance. To learn more about our current programs, priorities, and our team, please visit ColoradoWaterTrust.org.

Position Summary

The Staff Attorney will provide legal support to Colorado Water Trust. The position will counsel the organization in furtherance of water right transactions, as well as for human resource and organizational matters. The Staff Attorney will also support the program staff to evaluate, develop, implement, and steward flow restoration projects throughout Colorado using collaborative, voluntary, and market-based approaches. They will work in a team environment under the direction of the Executive Director, with a self-starting and entrepreneurial ethos. The ideal candidate will share our passion for western water and healthy rivers, be adept at thinking innovatively to advance Colorado Water Trust's goals, have excellent communication and interpersonal skills, in addition to technical skills. The Staff Attorney must be comfortable communicating complex, technical information to a variety of audiences, and be persistent despite occasionally skeptical audiences and challenging, long-term projects.

Essential Duties

- Guides the legal aspects of water right transactions that support the environment.
- Performs legal research to support Colorado Water Trust's efforts in developing and implementing projects.
- Provides transactional and litigation expertise to projects.
- Negotiates agreements and stipulations with opposers.
- Drafts conveyance and court documents, agreements, title opinions, and legal memos.
- Oversees legal work of Colorado Water Trust staff and interns.
- Staff coordinator for Colorado Water Trust Policy Committee.
- Performs legal research associated with Colorado Water Trust's business functions.
- Conducts site visits to support the development, implementation, and stewardship of streamflow restoration projects across the state.
- Represents Colorado Water Trust in front of agricultural interests, water users, nonprofit groups, watershed groups, and state and federal agencies.

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- Develops and maintains relationships throughout the water community, based on integrity, confidentiality, and mutual understanding.
- Prepares legal memos, reports, grant reports, and presentations.
- Prepares web content, newsletters, blogs, and other project-related communications.
- Participates in general organization fundraising efforts, such as events and thank you cards.

Minimum Qualifications

- Juris doctor.
- Colorado Bar Admission.
- 2-5 years' experience licensed practice of water rights law (relevant graduate work may be considered), with strong interest in western water rights, conservation, and water issues in the west.
- Proficient in Microsoft Office Suite, including Excel, Word, and PowerPoint.
- Passionate belief in the mission of Colorado Water Trust.
- High degree of integrity, professionalism, and attention to detail.
- Excellent written and verbal communication skills.
- Ability to work both independently and as part of a team.
- Ability to effectively balance multiple competing projects and issues.
- Strong interpersonal skills and ability to establish and maintain effective relationships over time.
- Valid driver's license and ability to travel extensively throughout Colorado.

Additional Preferred Skills

- Trial experience.
- Experience working with Colorado state water agencies.
- Willing to exceed expectations to get the job done.
- Sense of humor.

Compensation

This is a full-time, 40-hour per week, exempt position, with a salary range of \$85,000-95,000. Colorado Water Trust offers a competitive benefits package including a comprehensive insurance package that includes health insurance, long- and short-term disability, life, vision, and dental; an FSA; unlimited paid time off; other need-based leave; and a retirement fund with employer contributions.

Application Procedure

Please submit a resume, cover letter, and three references by May 20, 2023, via email to Dana Hatlelid at dhatlelid@coloradowatertrust.org with "Staff Attorney" in the email subject line. No calls or drop-ins, please.

Location

Colorado Water Trust works statewide. We meet frequently in our shared office space in Boulder, Colorado, but most employees spend a large percentage of their time working virtually.

Colorado Water Trust is an equal employment opportunity (EEO) employer.

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