

FarmSTAND Staff Attorney

Reports to: Senior Staff Attorney

Location: Remote

Start date: Based on availability

Salary: \$96,114 for 2023 grad and adjustments based on experience

About FarmSTAND

FarmSTAND is the only legal project in the country dedicated solely to taking on industrial animal agriculture. We're focused on dismantling the structures that enable the consolidation of corporate power and extractive practices in our food system and we support a vision of animal agriculture that is regenerative, humane, and owned by independent farmers. We believe we cannot make change alone, and that we must align ourselves with allies across movement sectors. In these partnerships, we combine litigation with base building and storytelling to create meaningful change.

About the position

The FarmSTAND Staff Attorney should have at least three years of litigation experience, including clerkships or fellowships. We are particularly interested in an excellent litigator who can quickly grow to oversee cases, especially those focused around farmer and rural community advocacy. Our current docket in this area includes APA suits concerning relevant government programs and rollbacks as well as state law and environmental actions focused on the immediate harms of factory farms. Accordingly, experience in administrative, land and resource use, and/or environmental litigation is preferred, along with strong case management skills and a complete understanding of the litigation process from inception through appeal, including discovery. We are prepared to hire someone who, within the next couple of years, can grow into a Senior Staff Attorney responsible for envisioning and managing a segment of our docket aligned with our theory of change and strategic plan.

All Staff Attorneys work with clients, allies, and impacted community organizations to implement FarmSTAND's movement-oriented litigation. This involves positioning litigation as part of multi-tactical campaigns, litigating with an eye towards both precedent setting and power building, and working in coalitions and collaborative networks. FarmSTAND Staff Attorneys also regularly engage in public speaking and outreach.

Responsibilities:

- Further, and where appropriate, lead the investigation and strategic development of potentially complex cases that advance the organization's strategic plan and annual goals, at the direction of Senior Staff Attorneys and the Managing Director of Litigation.
- Serve as co-counsel, and, as appropriate, lead counsel, engaging in the full range of litigation tasks, including case investigations, research and development, discovery, briefing, oral argument, appeals, and/or amicus briefs.
- Support the implementation of integrated advocacy initiatives, campaigns, and strategies that combine litigation with other tools, including through the production of materials for impacted communities and attorneys, and through public communications such as press releases, media interviews, and press conferences.

- Actively engage in outreach and participate in coalitions, collaborative networks, conferences, seminars, law school events and the like to build relationships and support allies and movement-building activities.
- Support or engage in legislative and regulatory activities to defend victories or address policies connected with FarmSTAND's work.
- Oversee fellows, law clerks, paralegals, and, where appropriate, other attorneys on assigned tasks, and engage in recruitment efforts as necessary and appropriate.
- Other advocacy work to further FarmSTAND's priorities.

Qualifications:

- At least three years of legal experience.
- Preference given for people with substantial litigation experience covering all aspects of a case, and particularly brief writing of dispositive motions and/or appeals.
- Preference given for people whose litigation background can be applied to the issues faced by rural communities and farmers, although direct experience representing those groups is not required.
- Excellent analytical, legal research, and writing skills.
- Excellent communication and public speaking skills.
- Self-motivation and proven ability to work as part of a team.
- Strong work ethic, initiative, and sound, yet creative judgment.
- Willingness to travel, meaning as much as once a month for more than half of the year.
- Sensitivity to the needs and concerns of and the ability to work with individuals and groups from diverse cultures, backgrounds and orientations.
- A strong desire to build a movement to achieve a more just food system.
- Willingness to contribute to the creation of a diverse, equitable, and inclusive work community that encourages collaboration.
- Admission to a State Bar and willingness and ability to be admitted to the DC bar.

Work structure: This is a full-time, exempt position, with a salary starting \$96,114 for a 2023 law graduate with adjustments based on experience. We are a fully remote workplace, although we maintain an office address in D.C.

Benefits: We provide 17 days of paid vacation, 8 days of sick leave, all federal holidays, additional FarmSTAND holidays, employer-paid health, dental and vision insurance, and a 401(k) plan.

To Apply: Interested candidates should submit a:

- Cover letter that conveys why you are drawn to FarmSTAND's mission and the objectives of this position and how your experience fits with those objectives.
- Resume.
- If you are within five years of graduation, law school transcript (official or unofficial).
- Contact information for three references.
- Writing sample, preferably a legal brief or memorandum for which you can explain the extent of editing by someone else. The best writing samples address complex legal issues from an advocate's perspective.

Your application should consist of two electronic files: (1) your cover letter, resume, transcript, and references in a single .pdf file; and (2) a writing sample in another .pdf file. Applicants are encouraged to submit their materials by **September 28, 2026**, at which point applications will be reviewed on a rolling basis until the position is filled. Please submit both files to jobs@farmSTAND.org with "Staff Attorney" in the subject line.

FarmSTAND is an equal opportunity employer and values a diverse and progressive workplace. Studies have shown that women and people of color may be less likely to apply for jobs unless they meet every one of the qualifications listed. We are most interested in finding the best overall fit, not completing a checklist. We encourage women, people of color, LGBTQ applicants, people with disabilities, to apply.