



Non-profit sponsor: Post-graduate Environmental Justice Legal Fellow  
(2025-2027 or 2026-2028)

Bayou City Waterkeeper (BCWK) seeks to sponsor a new or recent law graduate seeking external fellowship funding to join our team as a full-time Environmental Justice Legal Fellow for two years. The Fellow will help BCWK use the law to advance a community-driven vision of water and environmental justice for the greater Houston region.

### Job Description

The Legal Fellow will report directly to our legal staff and support our ongoing legal work and related advocacy, helping us use bold action to advance water, climate, and infrastructure justice across greater Houston. As required by external funding sources, the Legal Fellow will work with BCWK legal staff to create a project to fit with both BCWK's needs and priorities and comply with external-funding requirements. During their two-year term, the Legal Fellow will receive hands-on legal and related advocacy experience, as well as regular feedback, mentoring, and training.

Anticipated project needs as of November 2024 include:

- Legal tracking, advocacy, and education related to industrial water usage and pollution associated with at least one of the following:
  - expansion of oil and gas infrastructure
  - carbon capture and underground storage
  - hydrogen development
- Developing and administering a program to support community education and engagement in commenting on industrial wastewater permits and contested case hearing processes

### About Bayou City Waterkeeper

Bayou City Waterkeeper is a water justice organization working across the [Lower Galveston Bay watershed](#) that encompasses greater Houston, for more than two decades. With law and science, we work with local communities to build power, fill gaps in regulatory enforcement, and push back against water injustices and irresponsible development. Our key program areas are Clean Water, Protecting Wetlands, and Just Climate Transitions. Learn more on [our website](#).

### Our Values

Recognizing the complexities of our watershed, the challenges we face to protect our waters from the harms of urban development and industrial activities, and the importance of being responsive to the needs of the communities we serve, our work is guided and informed by five values:

- Interconnectivity: Collaborate across disciplines and create multiple ways to engage
- Fluidity: Embrace movement and adaptability in our work
- Bold action: Have hard conversations, disrupt dysfunctional systems, create new frameworks, bring together unconventional allies, and move data and research into action

- Justice and equality: Call out and act to undo inequities in our watershed
- Regeneration: Embrace water as a site for healing, joy, celebration, reflection, and growth

## Responsibilities

- Manage day-to-day legal work within the scope of the fellowship project
- Research and analyze legal issues and help formulate strategies, set priorities, and investigate and enforce legal violations across greater Houston
- Respond to community members confronting project-related issues, connect them to resources and solutions, and help integrate their priorities into broader strategies
- In any litigation relevant to project, research legal issues and investigate facts; draft Board litigation requests; interview members and draft standing declarations; write briefs, motions, and memoranda; appear in court and argue; communicate with opposing counsel and partners; and engage in discovery and review documents
- Work with science and policy staff, partners, and community members to draft written and oral comments for permits, rulemakings, and environment review documents
- Create and deliver presentations related to our legal work to community groups, partners, and the Legal Circle in person and virtually and support legal-related communications
- Represent BCWK in local and regional partnerships
- File, track, review, and analyze information requests

## Qualifications & Requirements

*Candidates must have the following to be considered for the role:*

- Juris Doctor before the start of the fellowship; and
- Admission to the State of Texas bar or plans to sit for the Texas bar exam before the start date of the fellowship.

*Highly competitive candidates will have some combination of:\*\*\**

- Demonstrated interest in building litigation skills, through law school clinic experience, judicial clerkship, or litigation-oriented work, including internships or work as a paralegal
- Commitment to developing strong legal writing, analysis, and oral advocacy skills
- Comfort interpreting scientific and technical concepts
- Ability to translate legal and technical concepts to community members and partners
- Understanding of lawyers' role in community-centered advocacy and familiarity with movement lawyering, environmental justice, and just-climate-transitions concepts
- Commitment to deep listening to and with members of impacted communities and ability to build trust with and nurture equitable relationships with community members
- Commitment to supporting impacted communities
- Commitment to racial justice, anti-racism, and understanding of and commitment to using anti-racist lens in advancing justice, equity, diversity, inclusion, and accessibility
- Strong interpersonal skills, self-awareness, and enthusiasm for teamwork
- Self-motivation, creativity, organizational skills, and a diligent and efficient work ethic
- Spanish proficiency
- A love for our region

*\*\*\*Research shows that women and people of color are more hesitant to apply for a job because they may not meet all of the qualifications listed. The candidate hired may not precisely meet all of these qualifications, but will show the desire and capacity to grow into the role and fit within our small,*

*close-knit team. If you feel passionate about our efforts and believe you have the skills to contribute to the growth of our organization, we want to hear from you.*

### Schedule/Location

We allow for flexible work schedules so our staff can be responsive to community needs and balance work and personal responsibilities. Our standard week is 36 hours. Occasionally, more than a regular week, including some evenings and weekends, will be necessary. Some local travel is required. Our staff meets in person at least once per week, and when necessary or beneficial, the Legal Fellow will be expected to appear in court, meet with partners, or attend other events in person (COVID permitting). Otherwise, our work is virtual. Given the place-based, community-centered nature of this work, the Legal Fellow must live within [the Lower Galveston Bay watershed](#).

### Salary & Benefits

Salary will be funded by external funding arranged by the applicant. BCWK will provide benefits available to full-time staff, including: unlimited paid leave, paid holidays, and paid parental leave; subsidized group healthcare, dental, and vision coverage; BCWK-funded IRA contribution; and negotiable flex hours.

### Application Instructions

If you are interested in using fellowship funding to support a position with Bayou City Waterkeeper, please send a resume, writing sample, and email explaining your interest to [careers@bayoucitywaterkeeper.org](mailto:careers@bayoucitywaterkeeper.org) with subject line "BCWK EJ Legal Fellow." At a minimum, the email should state what fellowship you are applying for, whether it requires you to develop a specific project, and why you would like Bayou City Waterkeeper to be your fellowship partner. For priority consideration, submit applications by January 6, 2025 for fellowships beginning in 2025 and by August 15, 2025, for fellowships beginning in 2026. Applications will be continued to be reviewed after those dates on a rolling basis.

*Our core values lead us to seek a broad range of perspectives and backgrounds to achieve our mission and maintain an inclusive environment where all staff are valued and respected. As an equal opportunity employer, we are committed to employment practices that ensure that employees and applicants for employment are given equal opportunities without regard to race, color, national origin, ancestry, sex, age, religion, physical or mental disability, medical condition, veteran status, marital status, pregnancy, sexual orientation, gender identity, gender expression, genetic information or any other factor that is not related to the position.*