

Staff Attorney

Alternatives for Community & Environment, Inc. (ACE)

Boston, Massachusetts - Full-time (Exempt)

Position Summary

Founded in 1994, Alternatives for Community and Environment, Inc. (ACE) is a community-based, environmental justice (EJ)- focused, transit-oriented, and economic empowerment-focused nonprofit that organizes and collaborates with local, statewide, and national partners to address systemic injustices. The organization advocates for fundamental changes that protect the intergenerational longevity of marginalized communities by confronting power structures and eliminating the root causes of inequality. These critical solutions include advocacy, organizing, legal, and regulatory campaigns.

Our Environmental Justice Legal Services (**EJLS**) program guides ACE's organizational and coalition work with a robust legal framework grounded in federal and state civil rights and environmental law. EJLS provides legal and technical assistance to allies and community groups and mobilizes legal and scientific resources to support organizing efforts throughout Boston.

ACE is the only organization in MA providing pro bono assistance in EJ cases to residents who cannot afford counsel. ACE anchors the Environmental Justice Assistance Network (**EJAN**), a program in collaboration with Boston University School of Public Health, Conservation Law Foundation, and Slingshot. EJAN is a pro bono capacity-building and referral network that connects communities facing EJ challenges with legal, scientific, public health, and technical experts. It addresses critical gaps in support across New England by helping frontline communities access the tools and expertise they need to respond to environmental threats and build long-term advocacy capacity.

ACE seeks a mission-driven attorney to execute and support a community-centered legal strategy. Working closely with ACE staff, EJAN partner organizations, and community leaders, the Attorney will advance EJ priorities through legal analysis, litigation efforts, policy analysis, drafting, advocacy, and regulatory engagement. This role is ideal for an attorney committed to movement lawyering, community accountability, and advancing racial, economic, and environmental justice.

Key Responsibilities

Legal & Policy Advocacy

- Represent or support ACE/EJAN participation in litigation, including agency proceedings, hearings, and stakeholder processes.
- Review requests for support with the EJAN Coordinator and discuss viable legal avenues and restrictions. Work with the EJAN Coordinator and partner organizations to manage, sustain, and grow EJAN.
- Provide legal analysis and guidance on environmental, climate, energy, land use, housing, transportation, public health, and administrative law issues impacting EJ communities.
- Work under the supervision of the Director of Policy & Law to advance priorities at the local, state, and regional levels, including legislative and regulatory analysis, drafting and advocacy.
- Draft, review, and analyze legislation, regulations, comments, and policy memos.

Community & Coalition Support

- Work collaboratively with EJAN partners to translate legal concepts into accessible, community-centered tools and strategies.
- Provide legal technical assistance and training to community leaders, organizers, and coalition partners.
- Support community-driven campaigns by aligning legal strategies with organizing and policy goals.

Litigation & Enforcement Support (as applicable)

- Assess potential legal actions, complaints, or enforcement strategies related to environmental justice harms.
- Coordinate with partner legal organizations, pro bono counsel, and public interest law firms on litigation or legal interventions.
- Support administrative complaints (e.g., civil rights, environmental permitting, or compliance matters).

Organizational & Movement Support

- Advise ACE leadership on legal risk, compliance, and governance matters as needed.
- Contribute to strategy development across ACE programs, campaigns, and partnerships.
- Uphold ACE's values of racial justice, accountability, transparency, and community leadership.

Qualifications

Required:

- Juris Doctor (JD) from an accredited law school.
- Admission to the Massachusetts Bar (or ability to obtain admission within a reasonable timeframe).
- Demonstrated commitment to environmental justice, racial justice, and community-led advocacy.
- At least 1-3 years of relevant legal experience (public interest, environmental law, civil rights, administrative law, or related fields).
- Experience working collaboratively with coalitions, community-based organizations, or grassroots movements.
- Strong legal research, writing, and oral advocacy skills.

Preferred:

- At least 3–5 years of relevant legal experience (public interest, environmental law, civil rights, administrative law, or related fields).
- Experience with environmental permitting, energy regulation, land use, or climate policy.
- Familiarity with Massachusetts environmental, administrative, or civil rights law.
- Litigation experience. Experience supporting or engaging in movement lawyering or community-centered legal work. Bilingual or multilingual skills relevant to EJ communities (a plus).

Core Competencies

- Deep respect for community leadership and knowledge
- Ability to translate complex legal concepts into accessible language
- Strategic thinker with strong collaboration skills
- Strong judgment, discretion, and accountability
- Commitment to equity, inclusion, and anti-racist practice

Compensation & Benefits

- Salary range: \$80,000+ commensurate with experience
- Comprehensive benefits package, including health insurance, paid time off, and professional development support
- Flexible work schedule and supportive, mission-driven work environment

How to Apply

Interested candidates should submit a resume and cover letter outlining their qualifications and experience. Applicants may also include an optional writing sample (legal or policy-related).

All materials should be submitted by **April 24, 2026** to **hr@ace-ej.org**.

ACE is an equal opportunity employer and does not discriminate against any employee or applicant for employment based on race, color, religion, creed, sex, sexual orientation, gender identity, age, national origin, disability, or veteran status, in accordance with applicable federal and state laws, including MGL c. 151B and Executive Order 592.