



CUYAHOGA LAND BANK

ENVIRONMENTAL LEGAL ASSOCIATE

Cuyahoga Land Bank is a non-profit organization dedicated to revitalizing neighborhoods, reducing property blight and promoting economic growth in Cuyahoga County. It acquires and repurposes distressed properties to restore value, enhance property values and support community development goals. Operating under the guidelines established by Ohio's SB 353, the Land Bank works toward improving the quality of life for residents through neighborhood transformation and workforce development. Its mission aligns with fostering opportunities to create stronger and more vibrant communities.

Position Overview:

The Legal & Environmental Development Associate expands the Land Bank's internal legal capacity while embedding legal judgment earlier in complex real estate, redevelopment, and environmental remediation projects. Reporting to the in-house Corporate Counsel, this role provides hands-on exposure to real estate transactions, public funding compliance, and brownfield remediation strategy without the billable hour model of private practice.

The ideal candidate is a law school graduate or early-career attorney motivated by public interest work, energized by complex problem-solving, and eager to apply legal analysis within real projects that directly impact neighborhoods.

What You'll Do:

In this role, you will:

Strengthen Legal & Transactional Execution

- Provide first-line legal support for real estate, redevelopment, and environmental projects under the direction of Corporate Counsel.
- Draft and review routine contracts and legal documents, including professional services agreements, NDAs, amendments, and grant-related documents.
- Support real estate transactions through title review coordination, diligence tracking, issue spotting, and risk analysis.
- Assist with Board resolutions, internal approvals, and governance documentation tied to property disposition and funding.
- Conduct legal and regulatory research related to land bank operations, procurement, environmental remediation, and public funding compliance.
- Coordinate with outside counsel on discrete matters, including scoping, document preparation, and information flow.

Manage Environmental and Remediation Workstreams

- Identify and pursue federal, state, and philanthropic funding sources for environmental assessment and remediation projects.
- Support the structuring of remediation initiatives by defining scope, sequencing, budget assumptions, and risk parameters.
- Lead procurement processes for environmental consultants and remediation service providers, including RFP development and compliance review.
- Serve as internal project lead for assigned remediation engagements, managing consultants and monitoring regulatory and funding compliance.
- Integrate environmental considerations into broader redevelopment and disposition strategies to reduce risk and accelerate reuse.

This role is embedded in real transactions and redevelopment decisions. It is focused on risk, structure, and compliance, not construction supervision or administrative coordination.

What We're Looking For:

Required

- Juris Doctor (JD) from an accredited law school (Admission to the Ohio Bar or intent to sit for the Ohio Bar within 12 months of hire)
- Strong interest in public sector, real estate, environmental, or economic development work
- Excellent analytical, writing, and organizational skills
- Ability to exercise sound judgment, identify legal risk, and appropriately escalate issues

Preferred

- Coursework or experience in real estate, environmental law, public finance, or regulatory compliance
- Experience in government, nonprofit, or mission-driven organizations
- Experience managing multi-party projects involving regulatory or funding complexity
- Demonstrated ability to learn and apply technical subject matter beyond traditional legal practice
- Interest in or exposure to environmental remediation, land use, or infrastructure development

Why Join the Land Bank:

- A collaborative, warm, mission-focused organizational culture
- Meaningful work that directly improves neighborhoods and residents' lives
- Competitive compensation and outstanding benefits package
- The opportunity to influence the future of community development across Cuyahoga County

The Cuyahoga Land Bank is an Equal Opportunity Employer.

Compensation Range: \$80,000-\$110,000 annually

To apply, please email your resume and cover letter to careers@cuyahogalandbank.org.

We kindly ask that applicants refrain from calling regarding this position; all inquiries and applications should be submitted through the application process outlined above.