

Clean Energy Associate

Keyes & Fox LLP seeks a second - fourth (2nd – 4th) year associate to join the firm as a Clean Energy Associate. A cover letter, resume, unofficial law school transcript, and writing sample are requested, and should be sent to tindl@keyesfox.com, jschlesinger@keyesfox.com and spauker@keyesfox.com. The position remains open until filled.

Keyes & Fox LLP: Founded in 2008, Keyes & Fox specializes in administrative and transactional law, with a strong focus on renewable and alternative energy, transportation electrification and energy policy. Our practice provides associates opportunities to participate in a wide spectrum of skill areas, including energy project support, transactional work, policy development, administrative litigation, regulatory compliance and appellate advocacy.

Our attorneys have cultivated transactions throughout the country and, collectively, have appeared before over 40 state public utility commissions, making them some of the foremost experts in state energy policy in the nation. We have shaped policy on a wide range of issues to advance renewable energy including distributed energy resources (DERs), community choice aggregation, transportation electrification, and energy efficiency. We represent a variety of clients on a multitude of issues, including but not limited to grid modernization, electric vehicle charging infrastructure, solar power, energy storage, energy efficiency, demand response, DER program design, rate cases, utility mergers, shared renewables programs, microgrids, cost-effectiveness assessments, community solar and the development of interconnection standards. Our team drafts and negotiates utility, commercial, industrial, and residential renewable energy, storage and transportation electrification agreements on behalf of a variety of market participants and stakeholders.

We care deeply about the health, safety and happiness of our employees. To that end, we provide broad flexibility to work remotely, ask our associates to target 1,400 billable hours per year, and offer competitive salaries, productivity bonuses, origination credits, and other benefits.

Responsibilities: The Clean Energy Associate should expect to support all the firm's practice areas including clean energy transactional work, regulatory advocacy and litigation, regulatory compliance, as well as policy research and development. Key associate responsibilities will include legal research and writing of motions, briefs, interventions and other litigation documents, reviewing expert testimony and drafting relevant discovery questions, analyzing, researching and assisting clients with regulatory compliance obligations, reviewing, drafting, and editing contracts related to the sale or purchase of renewable energy and related attributes, solar installation and construction agreements and clean energy leases, maintaining calendars to ensure timely delivery of work product and filing deadlines, professionally and clearly communicating with clients, allies and opposing counsel.

Location: Keyes & Fox strongly supports remote working arrangements and nearly all of our attorneys work remotely. California bar admission is preferred.

Qualifications: Keyes & Fox hires exceptional attorneys that are inquisitive and motivated to advance our clients' clean energy and transportation electrification objectives. The ideal candidate will have:

- An active membership in good standing of the California, Colorado, or other state Bar and a *juris doctor* degree from a well-respected law school (required);
- Strong persuasive and technical writing skills (required);
- Keen attention to detail (required);
- Strong legal research, analytical, and negotiation skills (required);
- A demonstrated interest in some or all of our areas of practice (required);
- Two to four (2 – 4) years of experience working on clean energy or related transactions and agreements and/or litigation or regulatory advocacy in either a law firm, government entity, or in-house legal role (preferred);
- Familiarity with California wholesale markets for energy, RECs, and capacity (preferred);
- Experience drafting, reviewing, and negotiating PPAs, EPCs, and/or real property rights agreements for renewable energy, storage and electrification transactions (preferred).
- Experience analyzing regulatory and statutory compliance obligations and assisting clients with required filings and other documentation (preferred).

Compensation: \$110k - \$160k/year; 20 days of PTO plus paid sick days and holidays; discretionary productivity, business development, and end-of-year bonuses; health insurance benefits; and SIMPLE IRA matching.

Keyes & Fox LLP highly values the benefits of diversity in our workplace and strives to provide an inclusive and supportive work environment. We welcome lawyers from all backgrounds to join our team. We are an equal opportunity employer and do not discriminate in hiring or employment on the basis of race, color, religion, national origin, gender, marital status, sexual orientation, age, disability, veteran status, or any other characteristic protected by federal, state, or local law. The firm has formed a diversity, equity and inclusion committee and welcomes associate participation.