Tribal Nations Associate

*Portland, Maine or Flagstaff, Arizona*

Drummond Woodsum is seeking an associate to join its nationally-ranked Tribal Nations Services Group. The associate selected for this position will work from either our firm’s home office in Portland, Maine or our satellite office in Flagstaff, Arizona.

Drummond Woodsum’s Tribal Nations Services Group provides high-level, quality services to Tribal nations, Tribal enterprises, and companies that do business with Tribal nations or in Indian Country. Our practice, with Tribal government clients and Tribal businesses, advocate for Nation building actions through the creation and maintenance of strong, resilient governmental structures and economies. We serve as outside general counsel to many of our clients, guiding our clients through complex, sophisticated Indian Country projects and facilitating nation-wide business and financial transactions. We represent our Tribal clients in litigation and other adversarial proceedings, advocacy settings before federal, state, and tribal forums, as well as in various negotiations with States and other non-tribal governments. Because Drummond Woodsum is a full-service law firm, our attorneys share their deep knowledge of their respective areas of law, enabling us to meet and satisfy our clients’ needs efficiently and effectively.

Qualifying candidates include associates with two to four years of experience. Required skills include top academic credentials, strong analytical capacity, excellent communication skills (particularly legal writing skills), and an athletic spirit with the ability to work well on a team. A judicial clerkship is not required, but is preferred. Membership in a Tribal Bar is also strongly preferred. Knowledge of and experience working in indigenous communities is strongly preferred, as members of the firm’s Tribal Nations Services Group are expected to be dedicated to advocacy on behalf of indigenous peoples.

Drummond Woodsum is a growing professional services firm with a collaborative and supportive culture that makes it a highly desirable place to practice law.  We have intentionally created a collegial firm culture that emphasizes devotion to serving our clients, collaboration, and mutual respect. We offer an environment where personal and professional growth are encouraged, through mentorship and respectful work-life balance.

In addition to the firm being a tremendous place to work, we are also fortunate to be based in *Waponakiyik*, which means “the Dawnland” in Passamaquoddy, and is the traditional homelands of the Wabanaki or *Wapohnaki* People. “Maine” as it is most commonly called today, is one of the most beautiful areas of the country. We are fortunate to have both the mountains and the ocean, with outdoor adventures at every turn. With the added benefit of appreciable schools, museums, theaters, music, and restaurants, Portland, Maine is truly a great place to live.

Our Flagstaff office rests in the heart of historic downtown Flagstaff, Arizona. Flagstaff is considered one of the premier destination locations in Arizona. Nestled in the world’s largest ponderosa pine forest, it is the homeland of the Yavapai, Apache, and Navajo people. Flagstaff is renowned for its world-class skiing, expansive hiking, mountain culture, university environment and high-altitude temperate climate. Although the largest town in Northern Arizona, Flagstaff retains its small-town charm and appeal.

If this sounds like the opportunity you’ve been waiting for, we invite you to submit a letter of interest, your resume, and at least two letters of reference to [hr@dwmlaw.com.](mailto:hr@dwmlaw.com) No phone calls, please. All inquiries are held in the strictest of confidence. We look forward to hearing from you.

We’re committed to providing our team members with the support they need to thrive both personally and professionally, and we are proud to offer the following benefits:

* Insurance options, including domestic partner coverage, for health (either a co-pay-based plan or HSA with firm contributions), dental, and vision
* 401(k) plan with pre- or post-tax investment options and firm contributions
* Wellness support, including partnerships with SoulBeing and Calm, telehealth coverage, and on-site privacy rooms
* Life insurance coverage at 1.5x your annual salary, plus supplemental voluntary coverage available
* Leave plans, including paid parental leave, short- and long-term disability
* Hybrid office option
* Professional development, including costs for dues and continuing education

Firm involvement including:

* Monthly firm lunch meetings to hear about all areas of the firm
* Committee participation, such as our Community Service Committee which organizes a drive every December and our public outreach week in July
* Social gatherings – 2023 included a field day BBQ, a holiday get-together, and our annual Halloween party for our families