



Immediate Opening for an Energy Attorney

Keyes & Fox LLP seeks an attorney for an immediate opening. The preferred experience range is two to five years, but we encourage applications from both more experienced attorneys and attorneys with less than two years of experience and that have a substantial, demonstrated interest in the energy industry. To apply, please send a cover letter, resume, and writing sample to sdunbar@keyesfox.com and tlindl@keyesfox.com as soon as possible, but **no later than November 14, 2025**.

Keyes & Fox LLP: Founded in 2008, Keyes & Fox specializes in expanding markets and promoting fair competition in the energy industry. Our practice provides opportunities in regulatory litigation and rulemakings, appellate cases in state and federal court, policy development, issue advocacy, energy project support and transactional work. Our attorneys have appeared before over 40 state public utility commissions shaping policy on a wide range of issues, including distributed energy resources (DERs) like rooftop solar and energy storage, community choice aggregation, transportation electrification, energy efficiency, grid modernization, DER aggregation, community solar programs, microgrids, cost-effectiveness assessments, and the development of interconnection standards. We specialize in utility rate making and rate design, utility mergers, and integrated resource planning, as well as ensuring large companies and data centers can meet their clean energy goals. Our transactional team has helped procure and develop tens of GW of solar, wind, geothermal, and energy storage resources in California and across the country.

We care about the health, well-being and safety of our employees, ask our associates to target 1,400 billable hours per year, and offer competitive salaries, monthly productivity and origination bonuses, 401k matching up to 4%, and health, vision, dental, disability and life insurance benefits. Our attorneys primarily work remotely but also have access to our offices in San Francisco, Denver, and Washington DC. Compensation will be commensurate with experience and relevant legal market rates, ranging from \$110,000 to \$190,000 annually.

Responsibilities: The attorney will primarily focus on regulatory litigation and policy development before state public utility commissions but also will have opportunities to work on transactions developing or procuring clean energy resources, as well as assisting with regulatory compliance. Specific tasks may include reviewing utility applications and rate proposals, conducting discovery, helping expert witnesses to develop testimony, conducting cross-examinations, drafting rules and legislation, and, most importantly, crafting clear and persuasive written pleadings.

Qualifications: Keyes & Fox seeks attorneys motivated to advance our clients' clean energy objectives, with a demonstrated interest in the energy industry and a passion for addressing climate change. The ideal candidate will have:

- Litigation experience, especially experience appearing before state or federal energy agencies;
- Excellent written and oral advocacy skills, especially communicating legal, technical, policy and analytical information in a clear and persuasive manner;
- Strong legal research and quantitative skills; and
- Active bar membership in good standing and a law degree from a well-respected law school.

Experience with energy-related agreements, particularly power purchase agreements, is a plus but is not required.

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's diversity, equity and inclusion committee welcomes participation from all attorneys.