



## JOB POSTING: Political Director

TOGETHER Bay Area is recruiting for a Political Director to lead our advocacy efforts for transformational public funding and policies that address today's many and interrelated challenges. By leading our Advocacy Program, this role advocates for funding and policies that advance climate resilience and social equity, and engages and mobilizes our members to achieve our shared advocacy goals. Made more evident because of the events of 2020, we have an urgent opportunity to transform how we live together and how we steward the region's urban, rural, natural and working lands for future generations. Now is the time for the region and state to make large investments in and develop supportive policies for natural infrastructure, equitable access to parks and natural areas, and 21<sup>st</sup> century land conservation and stewardship. The Political Director will harness the collective power of our diverse membership to meet today's challenges and strive for healthy lands, healthy people, and healthy communities.

TOGETHER Bay Area is a regional coalition of nonprofits, public agencies, and Indigenous Tribes working for climate resilient lands – including lands that are natural, working, rural, and urban – and social equity. For over 30 years this organization has advocated, convened, and coordinated on behalf of the Bay Area's conservation and stewardship community. Founded in 1990 as the Bay Area Open Space Council, the organization went through a significant rebuilding in 2018-2019, which resulted in a new organizational, strategic, and business plan. TOGETHER has a history of leadership and proven track record including helping to form the Bay Program of the Coastal Conservancy, and is also building itself anew with a focused mission, new name, a targeted business model, and core values that are described at [www.TogetherBayArea.org](http://www.TogetherBayArea.org).

### ROLE & RESPONSIBILITIES

*Advocacy for funding and policies that advance climate resilience and social equity (40%)*

- Leads TOGETHER's efforts to develop, enhance, and secure existing and new public funding sources for our members' projects and programs.
- Engages with elected leaders, the Governor's administration staff, legislative staff, and key stakeholders at the regional, state, and, where appropriate, national levels.
- Advocates for the development, promotion, and implementation of high-priority policies that advance TOGETHER's mission.
- Tracks existing and emerging regional, state, and national policy and legislative issues that can help advance the mission of TOGETHER and our members.
- Seeks out, analyzes, and generates innovative and emerging solutions to ensure a more resilient Bay Area for land, water, and people.
- Develops the approach, case for support, and necessary actions on specific advocacy efforts.
- Explores new funding streams, seeks new partnerships, and other novel ways of funding TOGETHER's members' work that take into account climate resilience, social inequity, and other pressing challenges that need innovative and intersectional solutions.



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### *Member engagement and organizing (40%)*

- Convenes and leads the Policy Committee of TOGETHER members in order to strengthen the coalition through community building, leverage our members' relationships and capacities, share data and information, and take collective action.
- Mobilizes our members to take action like sign-on letters, policy briefings, advocacy days, and other strategic actions.
- Leads the annual updates to and implementation of the annual Policy Platform through an inclusive process to clearly articulate the positions and priorities for the Advocacy Program.
- Works closely with the Executive Director and Executive Committee of the Policy Committee (ECPC) to be responsive to advocacy timelines, engage the Policy Committee consistent with its Charter, and adapt the Charter as needed.
- Builds relationships with TOGETHER members to understand our members' challenges and opportunities, and inform the Policy Platform and advocacy efforts.
- Communicates regularly with TOGETHER members through meetings, policy briefings, email communications, and other means.

### *Organization-wide activities (20%)*

- With the Executive Director sets and works to align the Advocacy Program's goals with the organization's mission and goals. Participates in annual organizational budget setting and strategic planning, and attends quarterly Board meetings.
- Provides ideas for and participates in the Convening Program, for example by speaking at events, moderating panels, identifying potential speakers, etc.
- Collaborates with other staff and contractors to coordinate and synchronize the Advocacy Program with the Convening Program. This can include convening of policy briefings, coordination of data with the Conservation Lands Network and other data sources, communications with members and partners, selection of event speakers, and more.
- Supports the organization's fundraising efforts like the membership campaign and event sponsorships, and contributes to efforts to build and retain a diversity of membership.
- Ensures accountability and compliance with external fiscal and legal requirements related to the Advocacy Program.
- Other duties as assigned by the Executive Director.

## QUALIFICATIONS

- Commitment to the core values of TOGETHER Bay Area including justice, equity and inclusion.
- At least five years' experience in public policy, governmental affairs, community organizing or a related field, including:
  - Experience with talking about race and systemic racism with diverse groups of people, and with working to center equity in organizations, programs, and policies.
  - Experience in some or all of the following: coalition building; political campaigns; government and legislative relations; grassroots organizing; and/or program development.



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- Comprehensive understanding of regional and state agencies and funding sources regarding land use, natural resource conservation, agriculture, climate, public access, and related fields. Understanding of relevant federal agencies and funding sources.
- Understanding of current trends in conservation, natural resource protection, restoration, land management, environmental education and interpretation, natural infrastructure, public access, and outdoor recreational issues.
- Ability to work in a collaborative, multi-cultural, and professional manner.
- Ability to navigate politically delicate situations with aplomb.
- Ability to assemble, assess and organize policy and public funding information, to conduct analyses, and to report findings clearly on complex technical issues.
- Excellent writing, editing, and oral communication skills.
- Experience developing, directing and managing multiple projects and budgets.
- Proficiency in MS Office, Google Suite including Gmail, Dropbox, and Zoom.

The Political Director reports to the Executive Director. This is a full-time, exempt, at-will position. While we currently have an office in the David Brower Center in downtown Berkeley, we are working remotely until further notice and are considering a permanent change to a virtual office. When it's safe to do so, there will be some travel predominantly within the Bay Area region and to Sacramento. There are periodically some evening and weekend responsibilities.

## COMPENSATION AND BENEFITS

The annual salary range for this position is \$105-120k depending on experience. We offer a flexible and family-friendly work environment including 13 paid holidays, flexible Fridays, and paid holiday closure of the office for one week in July and two weeks in December. Generous Paid Time Off benefits after a 90-day probationary period. Financial support for individual professional development activities. Monthly stipend is provided for Internet and cell phone expenses. Health and dental benefits can be negotiated.

## TO APPLY

Please submit your application including a cover letter and resume via email to [HR@togetherbayarea.org](mailto:HR@togetherbayarea.org). In your cover letter please describe your experience facilitating diverse groups towards a shared goal and your understanding of funding/policies related to land conservation and stewardship. Include "Political Director application" in the subject line. The deadline for applications is February 5, 2021. The position is open until filled.

Employment decisions are made without regard to race, color, religion, national or ethnic origin, sex, sexual orientation, gender identity or expression, age, disability, protected veteran status or other characteristics protected by law. People who identify as people of color, women and LGBTQ are strongly encouraged to apply.