



Advocacy Program Manager

TOGETHER Bay Area seeks an Advocacy Program Manager with skills and experience in coalition building, advocacy, strategy, and communications. The Manager will guide our coalition's efforts to secure significant and stable funding for the Bay Area as outlined in Priority 3 of our [Strategic Direction](#). The ideal candidate has experience bringing people together to work on complex, nuanced topics related to healthy lands and waters while building relationships and community. They are grounded and strategic, and they love enrolling people to contribute their time and resources to reach shared goals. The Manager will report to the Executive Director and partner closely with our policy consultant, the TOGETHER staff, our members, and partners.

This is an opportunity to:

- Contribute your skills and experience to an impactful and joyful advocacy program that has demonstrated success and that has opportunities for growth and evolution.
- Collaborate with professionals and practitioners of many kinds around the Bay Area and across the state to advance shared goals.
- Join a small team of collaborative professionals who are passionate about the work they do and are guided by the values of trust, equity, belonging, joy, learning, and hope.

ABOUT THE ORGANIZATION

[TOGETHER Bay Area](#) is a regional coalition of 80 organizations who are collaborating for healthy lands, waters, and communities. Our work is guided by our principles, values, and priorities which are described in our [Strategic Direction](#).

ABOUT THE ADVOCACY PROGRAM

The program's goal is to secure significant and stable public funding for the Bay Area that will transform the region's lands and communities through our members' programs and projects. We do this by harnessing the collective power of our large and diverse coalition to advance public funding measures like the recently passed Proposition 4, and for entities like the State Coastal Conservancy. Our advocacy efforts are guided by our [annual policy priorities](#). With support from our policy consultant, the Advocacy Program Manager will facilitate [an inclusive process](#) with our members to develop our policy priorities, and the Manager will engage our members to take collective action. We focus on advocating for regional funding at the state level (e.g., state budget, propositions, and other sources), and we do not take positions on local issues. TOGETHER's advocacy program is defined by its [collaborative approach](#).



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OUTCOMES

Success for the Advocacy Program Manager looks like:

1. TOGETHER members trust the Manager to look out for the interests of the whole membership.
2. The advocacy program is activated and embodies TOGETHER's values and the collaborative advocacy approach.
3. Progress is made annually to achieve the priorities of our Strategic Direction and our annual policy priorities.
4. Positive and productive relationships are cultivated and maintained with partners in the region, in Sacramento, and across the state.

RESPONSIBILITIES

Community organizing (50%)

Manage our coalition's advocacy program by creating opportunities for relationship building, learning, and participation grounded in TOGETHER's principles and values.

- Build relationships with TOGETHER members. Learn about their funding needs and how TOGETHER's advocacy program can support their projects and programs.
- Create opportunities for engagement. Onboard new members and provide easy ways for TOGETHER members to contribute their time and skills.
 - Design and facilitate twice-monthly meetings for our members to share information, strategize about advocacy actions, learn about issues, and build community.
 - Plan and manage TOGETHER In Sacramento Days 2-3 times a year.
- Help make our advocacy program visible and accessible by sharing what we're doing, what we're learning, and how our members can get involved in the twice-monthly Member Bulletin, blog posts, and other written and verbal vehicles.

Advocacy for regional funding (20%)

Lead our work to achieve our annual policy priorities by navigating policies and political dynamics, and take strategic actions when appropriate.

- Build your own understanding of the issues and politics, and then help to educate the coalition through written materials, guest speakers, or other means.
- Draft positions on proposed legislation and other opportunities for engagement by writing and submitting letters, developing talking points, and other ways of articulating



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TOGETHER's messages and requests. Collaborate with TOGETHER members to shape and deliver our positions.

- Partner with teammates and TOGETHER members to develop and produce materials that serve as a case for support for regional funding, like the [110+ projects](#) that advance California's goal of 30x30.
- Build relationships with decision makers, collaborate with legislative staff, and partner with other coalitions and advocacy organizations in order to be a trusted partner, learn about issues and politics, and advise our members on how to most strategically engage in policy making.

Strategic planning (10%)

Facilitate the process to collaboratively set our annual policy priorities, and ensure alignment with TOGETHER's Strategic Direction and other programs and projects.

- Refer to the Advocacy Program charter to guide how the program operates, and make changes to it as needed in consultation with our members.
- Build shared understanding of the members' needs and the political and policy landscape through meetings and materials.
- Design and co-lead the annual Policy Summit in November with the Executive Director, policy consultant, and other team members.
- Regularly review the policy priorities throughout the year to assess progress and make course corrections as needed, with the understanding that progress isn't always linear or visible.

Coordination (10%)

In partnership with our policy consultant, coordinate with people within and outside of the organization to advance our priorities and values.

- Coordinate with partners - including CA Natural Resources Agency, State Coastal Conservancy, and other coalitions - to strengthen the region's efforts for resilient lands, waters, and communities.
- Partner with TOGETHER teammates to develop content for the annual TOGETHER Conference that helps to advance our strategic priorities and the annual policy priorities.
- Participate as a core member of the TOGETHER team. Collaborate with the team to identify opportunities for integration across our priorities and programs.



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QUALIFICATIONS

Experience

- At least 5 years of work experience in the nonprofit, consulting or public sectors and demonstrated contributions to partnerships, networks, and/or coalitions.
- Experience in community organizing, facilitation, and/or communications.
- Experience in campaign management, policy making, political strategy, state budget, and/or state-wide propositions in California.
- Experience in the multi-faceted land conservation and natural resource conservation fields, including but not limited to: conservation strategy, land acquisition and stewardship, climate resilience, and/or equitable access to lands.
- Experience and a general familiarity with the Bay Area's open space, parks and agriculture communities.
- Experience working with a range of different perspectives, including an Indigenous worldview, with respect and trust is strongly preferred.

Skills

- Process and meeting facilitation skills, including an ability to a) honor difference and manage conflict; and b) clearly articulate the end goal and work backwards to make plans to achieve the desired outcomes.
- Well-developed interpersonal skills with an ability to center relationships and foster a sense of belonging on teams and in meetings.
- Excellent written and verbal communication skills, with the ability to convey complex information in a strategic, clear, and compelling manner.
- Ability to navigate power, influence, and authority with grace and focus.
- Ability to manage multiple tasks and priorities concurrently.
- Proficiency with Google Suite and Zoom are essential. Familiarity with Canva and online engagement tools like Padlet are a bonus.

Competencies

- Willingness to learn, experiment, and get out of their comfort zone.
- Ability to consider, even in stressful situations, the pace, scale, and durability that's required for the transformational changes we're trying to make.
- Calm under tight deadlines; adapts quickly to plans that will change.



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ADDITIONAL INFORMATION

TOGETHER Bay Area is an Equal Opportunity Employer. Our organization is guided by the principles, values, and priorities described in our Strategic Direction. Recruiting and retaining a diverse team of staff and contractors is a high priority at TOGETHER Bay Area. TOGETHER Bay Area does not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, genetic information, disability unrelated to job or admission requirements, or veteran status.

The TOGETHER Bay Area team works remotely in the Bay Area. The Manager could be located in the Bay Area or Sacramento. The Manager should be able to meet in person in the Bay Area an average of 3-4 times a month. They should be prepared to meet in Sacramento 5-6 times a year. We hold all-team overnight retreats in person twice a year. We do not have an office, but we have a budget for co-working space rental for staff members if desired. We maintain a mailbox in Berkeley.

The above job description is not intended to be an all-inclusive list of duties and responsibilities of the position. The Manager may be assigned additional duties in support of the organization, program, and team.

COMPENSATION AND BENEFITS

The annual salary range for this position is \$90,000-95,000 depending on experience. This is a full-time, salaried position reporting to the Executive Director. We are fostering a productive and positive team culture. We offer a flexible and family-friendly work environment including 14 paid holidays, no-meetings Fridays, and paid holiday closure of the office for one week in July and two weeks in December. Health and dental benefits, as well as a retirement savings plan, are offered. Generous vacation benefits after a 90-day introductory period. Financial support provided for individual professional development activities. Monthly stipend is provided for Internet and cell phone expenses.

HOW TO APPLY

You're invited to apply by submitting your resume and cover letter to HR@togetherbayarea.org with "Advocacy Program Manager - YOUR NAME" in the subject line. In your cover letter please describe how this position at this organization could contribute to and could benefit from your career journey. The priority deadline for applications is September 11, 2026.