

Job Announcement: Policy Director, Columbia Riverkeeper

Organizational Overview: Columbia Riverkeeper is a successful nonprofit organization that unites communities to fight for clean water and our climate. Columbia Riverkeeper advances high-profile campaigns to recover healthy salmon populations and protect the Columbia River from fossil fuels, toxic pollution, the Hanford Nuclear Site, and other threats facing Columbia communities and salmon habitat. Our work is featured in national media, including CNN, the New York Times, Wall Street Journal, and the Los Angeles Times.

Across our campaigns, we promote justice, equity, diversity, and inclusion in environmental decisions and our own actions. This includes working in solidarity with Tribal Nations to achieve common goals. [Our team](#) includes community organizers, scientists, communications specialists, and attorneys. To learn more about our commitment to justice, equity, diversity, and inclusion, [click here](#), and to review our values, [click here](#).

Location: Portland or Hood River, Oregon, or possibility of working remotely within Oregon or Washington. Work is temporarily remote due to the pandemic, with the option to work from the office if preferred.

Status: Full-time; Exempt Position.

Position Description: The ideal candidate will be a visionary policy and government relations leader who flourishes in a team environment and can effectively develop policy strategies and advocate at the local, state, and federal levels. They will enjoy mentoring staff and cultivating advocacy and leadership skills within the team. They will have a demonstrated commitment to advancing racial equity, substantial public policy or legislative experience, and knowledge about environmental policy. They will also have experience working with Tribal governments; local, state, and national organizations; and community allies. They are a thoughtful leader who values and respects differences of race, ethnicity, age, gender, sexual orientation, gender identity, religion, ability, and socio-economic circumstance, and they actively work to foster an equitable and inclusive experience for everyone in their work.

The position requires occasional evening and weekend work and travel.

**If you have not been a direct supervisor/manager but have comparable leadership experience guiding or coaching other advocates, leading a coalition, developing individuals on a team, or developing and managing workflow for a team, please consider applying.*

Responsibilities:

- **Develop and Execute Policy Strategies to Advance Campaigns:** The Policy Director will work with Riverkeeper's staff of community organizers, attorneys, and communications specialists to develop and execute [campaigns to protect the Columbia River and our climate](#). This includes developing overall policies to advance campaign strategy, messaging, partnerships, and serving as an advocate and principal contact with partners on our campaign priorities. This position has a particular focus on legislation and agency rulemakings in Oregon and

Washington and includes lobbying.

- Collaborate with Tribal Governments: The Policy Director will collaborate with agency staff and contractors with Pacific Northwest Tribal Nations on ongoing campaign matters of interest to Tribes, as well as emerging issues.
- Communicate Campaigns to Decisionmakers, Media, Members, and Public: The Policy Director will testify at public and legislative hearings; represent Columbia Riverkeeper in meetings with elected and agency officials; communicate to the media; and support the Communications Team to use digital and earned media to engage diverse communities and build power. This includes drafting and reviewing newsletter articles, press releases, emails, web posts, fact sheets, social media content, and other digital outreach.
- Development: The Policy Director will occasionally assist in fundraising, including: attending events; applying for and reporting on grants for the organization; and meeting with grant officers and major donors.
- Management: The Policy Director will manage staff members and contractors.

Desired Qualifications and Skills:

- Six or more years experience in public policy advocacy and lobbying, including two or more years of management or equivalent leadership experience.
- Clear demonstration of ability to develop and implement effective policy-change strategies.
- Experience working with Tribal Nations.
- Experience with water quality, climate, and/or energy policy.
- Knowledge of policy making and political processes in Oregon and/or Washington.
- Understanding of and commitment to advancing justice, equity, diversity, and inclusion, including experience working on racial, social, or environmental justice issues and with diverse communities.
- Excellent writing, editing, communications messaging, and public speaking skills.
- Experience pitching stories and interviewing with the media.
- Strong project management skills, including attention to detail and time management.
- Experience working in a team and with partner organizations to develop and implement joint strategies.

- Experience working in, managing, or convening coalitions.
- Spanish fluency is a plus.
- B.A. or B.S.

**A note to potential candidates: Studies have shown that women, trans, non-binary, BIPOC, and other candidates from most-impacted communities are less likely to apply for jobs unless they believe they meet every single one of the qualifications as described in a job description. We are committed to building a diverse and inclusive organization, and we are most interested in finding the best candidate for the job. That candidate may be one who comes from a background less traditional to our field of work, and that's welcome. We would strongly encourage you to apply, even if you don't believe you meet every one of the qualifications described.*

Reports to: Executive Director

Salary & Benefits:

- \$70,000 to \$90,000 starting annual salary, negotiable within this range depending on experience.
- full employee medical, vision, and dental coverage
- a generous vacation, family, and sick leave package
- paid holidays and personal days
- 401k annual contribution
- annual professional development allowance
- annual self-care bonus
- encouraging and flexible work environment

To Apply: Email a resume and a short cover letter to info@columbiariverkeeper.org with the subject line "Policy Director Job." If possible, please combine the cover letter, resume, references, and writing sample into a single PDF attachment titled "Last Name.First Name Policy Director."

Application Deadline: October 20, 2022. Consider applying early; the Hiring Team will review applications on a rolling basis.

Start date: Flexible.

Columbia Riverkeeper is committed to creating a diverse work environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.