



## Position Opening

# Political Director

**Salary:** \$80,000-\$90,000

**Status:** Full-Time, Exempt

**Reports to:** Deputy Director

**Positions Reporting to this Position:** Government Affairs Manager, Senior Organizer

**Location:** Atlanta, GA

## Description

The Georgia Conservation Voters family of organizations includes the Georgia Conservation Voters, Inc., the Georgia Conservation Voters Education Fund, and the Georgia Conservation Voters Action Fund. The Georgia Conservation Voters' (GCV) mission is to advocate for public policies that advance a more just and sustainable future, campaign for candidates prioritizing climate and environmental justice, and hold elected officials accountable for their actions and votes. The Georgia Conservation Voters Education Fund (GCVEF) mobilizes Georgians to advance climate and environmental justice through education, advocacy, and other forms of civic engagement. The Georgia Conservation Voters Action Fund (GCVAF) campaigns for climate champions. These complimentary organizations hold Georgia legislators and policymakers accountable for their actions on climate and environmental justice.

The Political Director will play a pivotal role in advancing the political and advocacy initiatives of the Georgia Conservation Voters family of nonprofit organizations. This position will develop and implement comprehensive political strategies and campaigns, engage with candidates and elected officials, and mobilize grassroots efforts to support climate and environmental justice. The Political Director will work closely with the Deputy Director, Executive Director, Board of Directors, and other key stakeholders to drive the organization's political agenda and ensure meaningful impact on public policies and elections.

## Responsibilities

- Develop and implement a comprehensive political strategy aligned with the organization's mission and goals, focusing on climate and environmental justice.
- Build and maintain relationships with candidates, elected officials, and key stakeholders to advocate for policies and actions that support a more sustainable future.
- Monitor legislative and political developments, including bills, regulations, and initiatives relevant to climate and environmental justice, and provide strategic guidance and analysis.
- Conduct research and analysis on candidates and incumbents to inform endorsement decisions and support the organizations' campaigns for climate champions.
- Create, coordinate, and execute issue-based advocacy campaigns, including grassroots organizing, mobilization efforts, and voter engagement initiatives.
- Represent the organizations in political forums, public hearings, and other events, delivering testimony and advocating for policies aligned with the organization's mission.
- Stay informed about political fundraising regulations and compliance requirements, ensuring adherence to campaign finance laws.
- Manage and mentor a team; create individualized and detailed goals and work plans for staffers; establish weekly meetings to check in on assignments and goal progress
- Establish, track, and analyze progress toward goals and produce accurate reports and dashboards to track goal progress
- Plans, executes, and monitors program budget
- Collaborate with partner organizations, coalitions, and community groups to build alliances and amplify the collective impact on climate and environmental justice.
- Work with the Communications team to implement creative art, culture, and storytelling tactics into organizing and campaign efforts
- Collaborate with the Communications & Marketing Director to develop and disseminate compelling messaging and materials related to political campaigns and advocacy efforts.
- Work with the Development Director to participate in fundraising activities as needed to increase financial resources for organizing programs and campaigns
- Provide political analysis and recommendations to the Deputy Director, Executive Director, Board of Directors, and other stakeholders to inform strategic decision-making.

## Qualifications

- **Work Experience:** 5-7 years experience working in political advocacy, campaign management, or government relations, focusing on environmental or climate-related

issues. Qualified candidates have a proven track record in developing and implementing successful political strategies, including candidate endorsements, issue-based campaigns, and grassroots organizing.

- **Industry knowledge:** Ideal candidates have a strong knowledge of the political landscape in Georgia, including the legislative process, key decision-makers, and relevant policy issues. Knowledge of campaign finance laws and regulations, with experience in political fundraising and compliance, is a plus.
- **Communication and relationship-building skills:** Excellent verbal, reading, and writing skills are critical for this position. A high volume of written materials will flow to this position, and the Political Director will frequently have to thoroughly review and analyze the information to determine our organizing goals, strategies, objectives, and tactics. The qualified candidate also has excellent relationship-building and networking skills, with the ability to engage and influence candidates, elected officials, and community leaders.
- **Cultural competencies:** Demonstrated awareness of one's own cultural identity, views about differences, and the ability to learn and build on varying cultural and community norms. A complex understanding of racial justice and the urgency of confronting institutional racism and inequity in climate and environmental work is a strong plus. The ideal candidate will demonstrate commitment to equity and inclusion as an organizational practice and culture. A proven track record of successfully working across lines of race, immigration status, ethnicity, language, class, gender, and other identities and experiences is required.
- **Technical skills:** Must have experience with or be willing to learn EveryAction (our constituent resource management system, a.k.a. people database) and Asana (project management system). The candidate must demonstrate a high proficiency with Google Workspace applications (ex., Gmail, Google Drive, Google Calendar, Google Groups, etc.) and Zoom. Candidates must be proficient in Votebuilder (VAN) and have experience developing voter outreach campaigns.
- **Ability to travel:** Must be willing to travel extensively for events, staff retreats, other meetings, and professional development opportunities; expect frequent local travel (2-3 times per week), in state at least 1-3 times a month, and out of state every 4-6 months.

## Compensation

The salary range for this position is posted at the top of this job description. The salary is commensurate with similarly situated nonprofit advocacy organizations, and the final amount will depend upon experience and qualifications.

Georgia Conservation Voters provides paid vacation and sick leave; health, vision, and dental insurance; and a 401(k) retirement plan. GCV also supports a healthy work-life balance by

supporting flexible working practices, which include flexible working locations and hours, extensive time off, professional development support, and support for holistic health, including therapy reimbursement.

## To Apply

Submit your cover letter and resume using the application at [gcvoters.org/careers](https://gcvoters.org/careers) by May 3rd, 2023. No phone calls, please.

GCV is an equal opportunity / fair chance employer committed to a just, equitable, and inclusive workplace. We encourage applications from all qualified individuals without regard to race, color, religion, gender, sexual orientation, gender identity or expression, age, origin, marital status, citizenship, disability, veteran status, or record of arrest or conviction. We encourage applicants with disabilities who may need accommodations in the application process to contact [jobs@gcvoters.org](mailto:jobs@gcvoters.org)