



## Virginia State Director

[U.S. Energy Foundation](#) (EF) is a national philanthropic funder with a mission to secure a clean and equitable energy future to tackle the climate crisis. We envision a healthy, safe, equitable economy powered by clean energy. We believe a thriving clean energy economy can create sustainable opportunities, spur innovation, and protect our climate—for today and future generations. Our programs focus on developing innovative policies and campaigns to help propel clean energy development and climate action.

For 30+ years, EF has supported grantees to help educate policymakers and the general public about the benefits of a clean energy economy, and we work side-by-side with our grantees to develop and implement strategy. Our grantees include business, health, environmental, labor, equity, community, faith, and consumer groups, as well as policy experts, think tanks, universities, and more. While we are grantmakers, we also work closely with our grantees on the ground to develop and execute strategies and expand and support advocacy capacity, building partnerships that extend beyond the traditional role of a funder.

### **The Role**

EF is seeking a seasoned strategist who also is a people-centered leader, passionate advocate, and effective communicator and manager to serve as our next State Director (SD) in Virginia. The SD is a consultant who supports EF's work in Virginia by developing and strengthening coalitions, identifying policy goals (local, state, and implementation of the Infrastructure Investment and Jobs Act (IIJA) and Inflation Reduction Act (IRA) and pathways, and pursuing collaborative campaigns to further the program's equity and inclusion, clean energy, and climate objectives. Strong candidates will bring exceptional people and communication skills, experience developing and implementing advocacy campaigns, and the ability to manage and expand our coalition while also supporting our grantees. Those who bring diverse lived experiences and perspectives are strongly encouraged to apply.

## **Primary Responsibilities**

### **Coalition Management**

The SD will act as a coalition manager, ensuring that our grantees and other partners are working together to identify and pursue shared goals, strategies, and targets using a collaborative campaign approach. The SD also will convene and work closely with our Virginia steering committee, drawn from our grantee organizations, to support and develop essential coalition infrastructure and to strategically expand our coalition with new partners.

### **Strategic Planning and Implementation**

Another important function of the SD is to lead the annual strategic planning process for our work in Virginia and to work with partners to develop specific campaign plans to accomplish our annual goals. Throughout the year, the SD will support grantees and consultants in executing and adjusting the jointly-held goals and strategies, with a focus on diversity, equity, and inclusion (DEI).

### **Relationship Management and Fostering Accountability**

The SD will be the first point of contact for our Virginia grantees and partners as well as their primary partner in implementing our strategies and campaigns. They must be adept at developing, maintaining, and growing trusted relationships with grantees, consultants, advocates, and other funders. They will be responsible for the day-to-day management of a team of Virginia-focused consultants who will report to the SD and work in service to grantees and the state coalition. Regular communication and meetings with grantees also will be required for ongoing strategic alignment and achievement of organizations' grant deliverables.

### **Grantmaking Support**

The SD will also work with individual grantees to develop and refine grant proposals and with consultants to develop appropriate scopes of work. The SD also will work with EF's aligned funding partners by providing advice and insights on strategies, and opportunities for amplifying the impact of our shared work.

**Note:** EF Southeast staff make all final decisions on grantees, consultants, and funding levels. Final funding is developed in consultation with the SD.

### **Implementation**

The SD will work with Virginia grantees to design and implement strategies to access IJIA/IRA funds to advance the climate and clean energy work in the State Annual Plan.

### **Diversity, Equity, and Inclusion**

The SD will work with EF consultants and grantees to ensure EF DEI goals are implemented, grantees are diversified, and new partners are brought to the table in an inclusive manner.

### **Core Competencies**

- Familiarity with the Virginia policy and advocacy landscapes and regulatory and other government processes. Familiarity with energy and/or climate policy is a plus, but not required.
- Experience developing, managing, and implementing issue advocacy and/or other campaigns, including establishing campaign goals, assessing progress, identifying strategic adjustments and communicating about strategy to key partners.
- Exceptional facilitation, coalition-building, and collaboration skills. Demonstrated ability to manage a diverse coalition and leverage diversity to advance coalition goals is a plus.
- Personal commitment to and skills around advancing DEI.
- The ability to build, maintain, and support trust and strong partnerships. This includes the ability to build consensus and strengthen relationships among and across a diverse group of grantees, funders, and other stakeholders.
- The ability to problem solve and effectively resolve conflict.
- Patience while supporting the leadership and development of grantees and coalition campaign partners, and willingness to take a “back seat” while others lead.
- Strong management, communication, and organizational skills.

### **Compensation**

This is a year-to-year contract position with the U.S. Energy Foundation. Compensation is \$120,000/12 months.

### **To Apply**

Please contact Jamie Cole, Program Director, Southeast Campaigns, with questions or to apply for consideration at [jamie.cole@ef.org](mailto:jamie.cole@ef.org). Interested parties should provide a resume/CV, a one- to two-page cover letter establishing their qualifications for the position, and two to three references by **Friday, March 22, 2024**. Those who bring diverse lived experiences and perspectives are strongly encouraged to apply.