



## NOW HIRING

### Campaign & Policy Manager Land Use & Transportation

#### About VCN:

Virginia Conservation Network (VCN) is the network of 160+ partner organizations across the Commonwealth committed to building a powerful, diverse, and highly coordinated conservation movement. VCN works on a wide range of issues including fighting climate change; restoring the health of the Chesapeake Bay; creating access to parks, trails, and walkable/bikeable communities; ensuring environmental justice for all; and more.

The VCN team includes eight staff throughout the state. Each staff member works both independently and as part of the team. As a staff, we prioritize meeting up throughout the year for in-person planning meetings and an annual retreat. Our team meetings and retreat include diving into policy and organizational projects as well as getting outdoors together. Outings have included tree planting, rafting down the James River, and visiting state parks. During the General Assembly, VCN's Richmond office is a hub office for the environmental community.

VCN is committed to building a more equitable and diverse organization and Network. VCN's staff works collaboratively to update and implement an annual diversity, equity, inclusion, and justice (DEIJ) work plan. You can learn more about this work at <https://vcnva.org/deij-commitment/>

#### POSITION SUMMARY

VCN seeks a committed and motivated individual to lead its land use and transportation policy work.

The Campaign & Policy Manager for Land Use & Transportation will work with VCN's Network Partners to develop and implement strategic advocacy campaigns, improve coordination among allies, and advance Virginia's sustainable land use and transportation policy. VCN's Land Use & Transportation workgroup is composed of the leading environment non-profit advocates working on policy in the Commonwealth on issues including: public transportation, electric vehicles, walkable communities, bike lanes, smart growth, and more.

The role focuses on:

#### Policy Creation and Coordination

- Coordinating Network Partners through the annual Our Common Agenda process to identify shared policy objectives through the creation of VCN's Environmental Briefing Book;
- Working with our Partners to ensure land use and transportation policy priorities are equitable in their approach;
- Tracking state policy changes and their impacts on land use and transportation by participating and engaging in agency decision-making and working groups.

### Strategic Campaign Facilitation

- Working with partners to develop multiple state-based campaigns to advance state-based land use and transportation policy; this can include regulatory, administrative, and legislative strategies;
- Facilitating VCN's Land Use & Transportation workgroup and associated campaign teams. This includes working with partners to set agendas for calls, identifying and empowering partners to take on campaign leadership, sharing regular updates on priority issues, and meeting one-on-one with partners;
- Providing support to Network Partners to implement campaign strategies and tactics, including specialized campaign plans, issue briefings, talking points, and action alerts;
- Organizing and providing a driving force behind campaign implementation, including opinion editorials, educational briefings, and other outreach;
- Recruiting new partner groups to join VCN by engaging them in land use and transportation campaigns;
- Communicating and coordinating with non-partner strategic allies with shared land use and transportation priorities.

### Education & Advocacy

- Acting as VCN's lead advocate in the General Assembly building on land use and transportation issues;
- Supporting VCN's Legislative Committee, including tracking legislation, developing positions for and against bills each Legislative Session, and communicating those positions to stakeholders and elected leaders;
- Developing and maintaining strong relationships with policymakers year-round, including state elected officials, state agency staff, and Administration leadership;
- Being a vocal advocate and spokesperson for Virginia's environment, for VCN, and its Network Partners

In addition, the Campaign and Policy Manager will work with the rest of the VCN team toward our shared organizational goals around diversity, equity, inclusion, and justice.

### Qualifications:

Candidates should have a commitment to sustainable transportation and land-use goals as well as working collaboratively and growing the voice of the environmental community. VCN is looking for candidates with experience in leading the strategy and the execution for advocacy,

grassroots organizing, campaigning, and/or community outreach on issues such as transportation, housing, climate change, conservation, public health, and/or social justice. Candidates must bring humility and emotional intelligence to their work.

Candidates should have a proven track record of bringing a diverse set of individuals together through coalition coordination, multi-stakeholder facilitation, and/or strategic campaign development. We're looking for candidates with the experience and commitment to work with individuals with different racial, ethnic, socio-economic, and religious backgrounds. Candidates must be committed to VCN's goals around diversity, equity, inclusion, and justice.

Diversity of experience and skills combined with passion is key to innovation and a culture of excellence. If you meet more than 75% of the qualifications of this description and are excited about the role, we support your application and encourage you to apply.

### Details:

This is a full-time, salaried position based in Richmond, Virginia. The position reports to VCN's Executive Director and is viewed as a leadership position within the broader environmental movement in VA. The position requires working outside of the typical business days a few times a month and regularly when the General Assembly is in session. This position includes travel throughout the state on average 2 - 5 days a month for partner meetings, conferences, and retreats. Drivers License is required, but owning a car is not. The hybrid work option (outside of the General Assembly session) requires high-speed internet capable of video meetings.

### Compensation and benefits:

The salary range for this position is \$55,000 - \$60,000 based on relevant experience. In addition, VCN offers a competitive salary and benefits package which includes:

- Paid time off every year: 4 weeks (20 days) of vacation, 5 sick and wellness days for physical and mental health, 14 paid holidays.
- Employer contribution of 100% of monthly premium cost towards a healthcare plan for employees including dental and vision coverage (50% for spouses, domestic partners & dependents).
- 4% employer match towards a 503b retirement savings account
- 12 weeks of paid parental leave for the birth or adoption of a child
- Commuter benefit of up to \$150 / month which can either be used towards a parking spot downtown, reimbursement towards driving / daily parking; and/or green commuter credits for walking / biking / or bussing into the office.
- \$50 monthly cell phone reimbursement

In addition, staff are given a yearly allotment towards professional development and participate in an annual staff retreat to a different scenic region of the state each year.

*We are proud to be an equal-opportunity employer. It is the policy of Virginia Conservation Network to consider all candidates equally without regard to age, race, gender, religion, sexual orientation, national origin, disability, or other non-merit factors.*

**To Apply & Hiring Process:**

Submit your application through [this online form](#). This position will remain posted until the job is filled.