



Job Announcement: Public Lands and Climate Program Manager

Organizational Overview

Headquartered in Seattle, Campion believes in the power of people and place. We envision a nation where dignified housing is a human right and public lands are conserved for generations to come. We leverage our capital and focus on access to housing as a solution to homelessness and conserving public lands as a solution to the climate crisis.

The Campion Advocacy Fund and Campion Foundation were founded by Tom and Sonya Campion using the proceeds from the successful public offering of Zumiez, the action-sports retailer, which was co-founded by Tom Campion. The Fund and Foundation make investments on the federal, state, and local levels to end homelessness and conserve public lands. The organizations are separate entities, but they work in the same program areas.

- As a 501(c)(4) organization, Campion Advocacy Fund engages in direct advocacy for change in the legislative and political arenas.
- As a 501(c)(3) organization, Campion Foundation grants to other 501(c)(3) organizations that are running “on-the-ground” programs in its areas of interest and strengthens these organization’s capacity.

All staff members are employed by the Campion Advocacy Fund. In some cases, Advocacy Fund employees may be asked to work on projects, grants, or other priorities of the Campion Foundation.

Position Summary and Primary Responsibilities

The Campion Advocacy Fund is seeking a versatile and skilled conservation leader to join the public lands and climate team. Reporting to the Public Lands and Climate Program Director, the Program Manager will work with CAF staff and partners around the country to advocate for the protection of public lands in Alaska and the West as a climate solution. Some of those campaigns include working on permanent protection for Alaska’s Arctic, Owyhee Canyonlands, and Tongass National Forest. The Program Manager will project manage tasks and timelines for our advocacy campaigns and spearhead research for CAF for current and developing campaigns. A successful candidate will have experience guiding policy and advocacy, implementing strategy, conducting and communicating research, and collaborating with diverse stakeholders.

In addition to working closely with the Program Director, the Program Manager will work with the CEO, Trustees, and other staff to effectively and efficiently carry out the organization’s mission and the goals of the Public Lands and Climate Program.

The Public Lands and Climate Program Manager’s work will focus on the following areas:

- Program Implementation, Advocacy, and Policy Research
 - Working closely with the Public Lands and Climate Program Director, manage and implement CAF priority advocacy campaigns.

- Project manage tasks and timelines for the CAF Public Lands and Climate staff and trustee team.
- Conduct policy research and analysis for existing advocacy campaigns and potential new areas of work. Stay informed on a wide range of policy issues.
- Collaborate with partners and grantees on a wide range of legislative, communications, and policy strategy, participating in coalition coordination calls as needed.
- Prepare written policy and research one-pagers and other documents summarizing policy positions and key points for CAF staff and trustees.
- Staff CAF principals when needed, writing talking points and messages for various audiences for advocacy campaigns including elected officials and congressional staff.
- While working with grantees, partners, and congressional staff, advocate for using a climate lens in public lands policy and campaigns
- Incorporate a racial equity lens into program work and encourage partners and grantees to do the same.
- Manage consultants and vendors as necessary.
- Perform other duties in support of CAF public lands and climate campaigns as directed by the Program Director.
- Support the Public Lands and Climate Grant Portfolio
 - Support the Public Lands and Climate Program Director in reviewing, assessing, and proactively cultivating grantmaking opportunities. Assist with preparing written grant recommendations.
 - Foster relationships with grantees and partners as it relates to our priority advocacy campaigns.

Knowledge, Skills and Experience

The successful candidate will have many of the attributes listed below. We are open to helping candidates grow into this exciting role.

- A minimum of five years of legislative or policy experience working on the national or state level. This could include relevant experience in the nonprofit, public, or private sector.
- Substantive knowledge of the public lands, climate, or conservation field and policy-making dynamics.
- Experience leading field, policy, communication, or government affair strategies within a legislative or electoral campaign is desirable.
- Strong interpersonal skills to work with colleagues, coalition partners, congressional offices, and other external audiences. Previous experience working with nonprofit coalitions, the offices of elected officials, and government agencies is preferred.
- Knowledge of and dedication to racial equity principles. Previous experience working with indigenous communities is a plus.
- Demonstrated ability to conduct policy research and summarize important considerations for internal and external audiences.
- Demonstrated ability to keep track of various campaign tasks and timelines as a project manager.
- Outstanding communication (speaking and writing), interpersonal, organizational, language and computer skills.

- Flexible, self-starting team player with a direct, honest and respectful approach to problem solving, and an ability to foster collaboration and contribute to a strong sense of community among staff and trustees.
- An appetite for and sensitivity to working on issues of a political nature.
- Willingness to travel up to 10% of time, with the flexibility to schedule travel around personal commitments.
- Champion employees are required to be fully vaccinated against COVID-19. If hired, you will be required to submit proof of vaccination. People are considered fully vaccinated two weeks after their second dose in a two-dose series or two weeks after a single-dose vaccine. Employees may make requests for a reasonable accommodation based on a medical disability or for sincerely held religious beliefs. Philosophical, political, scientific, or sociological objections to vaccination will not be considered for an exemption or accommodation.

Salary and Benefits

This is a full-time, exempt position located in either Seattle or Washington, DC. Our office is currently working remotely due to the Covid-19 pandemic. The salary range for this position is \$90,000 to \$120,000, depending on qualifications and experience. Excellent benefits package.

To Apply

E-mail a cover letter and resume to search@campionadvocacyfund.org by 5 p.m. on October 4, 2021. Please include the position title in the subject line of the e-mail. No phone calls please.

The Champion Advocacy Fund is an equal opportunity employer. We strive to create an inclusive and equitable workplace and encourage people from underrepresented communities to apply. We value and celebrate our employees' differences in age, ability, race, ethnicity, religion, sexual orientation, gender expression, language, national origin, political affiliation, socio-economic status and veteran status.