



Seeking: Policy Manager

Front and Centered is a statewide, community of color coalition working to achieve environmental justice by asserting policy solutions that center equity. Our members are the leadership of communities first and worst hit by environmental and climate impacts – communities of color and indigenous communities. Together, we are working to build the power and capacity of a statewide movement for racial, economic, and environmental justice. We do this by growing our member's leadership and power to change laws, reverse destruction of the environment and our communities, rebalance the economy and political power, and build up healthy communities

We envision a future where our communities and the earth are healed and thriving, our people have dignified work and the building blocks of opportunity and prosperity, and our government values, respects, and represents us. We are working for sovereignty, resilience, and self-sufficiency for our communities so that future generations can thrive. We strive to make racial inequities on all issues a thing of the past, and to ensure that people of color and indigenous people are at the forefront of building equitable, democratic systems and policies that work for their communities.

We believe that fundamental changes are required to achieve environmental justice and healthy, thriving, equitable futures for communities of color and indigenous communities in Washington State. We believe that sustainable, meaningful solutions to environmental and climate issues threatening everyone in Washington State cannot be created without maximizing the wisdom of indigenous communities and communities of color. We believe that our future depends on solutions created by communities who have been historically marginalized and most impacted by environmental and climate hazards. Read more about our work at www.frontandcentered.org.

DESCRIPTION: Front and Centered is seeking a Washington State policy manager to contribute to the development of Front and Centered's agenda for climate, environmental, and ecological justice in one or more of our focus areas:

- **Equitable Governance:** Ensuring equity is fundamental to environmental decision-making and self-determination for communities highly impacted by pollution and climate change. Current projects include the Health Environmental for All Act.
- **Healthy Communities Rooted in Place:** Improving environmental health equity through land-use, housing, and transportation policy. Current projects include Washington Environmental Health Disparities Map.
- **Regenerative Economies:** Ensuring we create and support livelihoods and meet needs equitably and sufficiently in a way that restores and respects communities and the environment. Current projects include developing a twenty-year agenda for Washington's economy.
- **Renewable Resources:** Transitioning to renewable and regenerative resources and resource use. Current projects include advancing clean energy that benefits community, electrification of vehicles, and healthy Puget Sound waters.

DUTIES & RESPONSIBILITIES

- Develop elements of the Front and Centered policy agenda in collaboration with Front and Centered Steering Committee, member organizations, and staff.
- Work with organizers to understand community concerns and solutions and identify appropriate and effective policy concepts and mechanisms.
- Develop and analyze policy concepts from grassroots input, literature, outreach, and collaboration with partners; applying Front and Centered policy frameworks.
- Refine policies with community stakeholders, government, and partner organizations.

- Represent Front and Centered at coalition spaces, collaborate, communicate our approach, provide accountability to our values and standards of partnership.
- Become a subject matter expert through community listening, data analysis, literature review, consultation with partners and agencies, and participation in meetings and events.
- Advocate for Front and Centered positions in public policy processes, such as hearings, rulemaking, meetings with agency staff, and through writing advocacy materials, including blog posts, analysis memos, comment letters, and communication collateral.
- Maintain relationships with key organizations and individuals, locally and beyond, with information and influence to be able to inform policy proposals.
- Collaborate with Front and Centered organization and staff to effectively use the full capacity of the coalition, including administrative tasks, development, and report progress as needed.

REQUIRED SKILLS AND QUALIFICATIONS

- Undergraduate degree or equivalent experience
- At least two years of professional in public policy development or analysis.
- At least one year of professional or volunteer experience working with community-based organizations and communities of color
- Strong commitment to the vision, mission, and values of Front and Centered
- Proven ability to take initiative, identify priorities and accomplish tasks, and advance projects

DESIRED SKILLS AND QUALIFICATIONS

- Experience developing policy concepts or solutions from community defined priorities
- Demonstrated skill in analysis and evaluation of policy concepts and bills for equity, structural, procedural, and distributional justice, and environmental justice.
- Subject matter expertise in on or more of our environmental focus areas.
- Excellent collaboration skills, ability to work in diverse groups to develop ideas, find alignment, and build together against competing demands.
- Knowledge of state and local politics and the legislative process in Washington State.
- Skill in communicating complex information to community and policymakers
- Desire and ability to learn about new issues and areas quickly
- Excellent writing and verbal communication skills

COMPENSATION: Competitive pay based on experience. This position may be staff or an independent contractor and report to the program leads and is anticipated to transition into staff. Terms to be discussed with the applicant. We are an equal opportunity employer and strongly encourage people of color, women, and LGBTQ individuals to apply.

TO APPLY: Email a résumé and cover letter described how you meet the required and desired qualifications to coordinators@frontandcentered.org, put “Policy Manager” and “name” as the subject line of the email. This position is open until filled.