



POSITION AVAILABLE

Policy Director

Updated July 16, 2021

SUMMARY

New Jersey Future (NJF) is seeking a highly-motivated and experienced policy advocate to direct its initiatives for pressing climate and public health challenges stemming from inadequate stormwater and drinking water infrastructure. This involves developing and articulating policies, advancing them strategically, providing technical assistance, and collaborating and communicating with colleagues, partners, government officials, and the media. The Policy Director will lead a talented team and report to the Managing Director of Policy and Water, while advancing the organization's broader mission. New Jersey Future offers a fun, fast-paced, and supportive work environment and the ability to make a difference.

RESPONSIBILITIES

The Policy Director's responsibilities include, but are not limited to:

- **Managing program staff** responsible for mainstreaming green infrastructure, stormwater utilities, lead in drinking water policy, and general water policy support.
- **Leading policy advocacy** by staying current on relevant policies, guiding and conducting necessary research, shaping policy positions, and advocating for change.
- **Advancing program goals** through project management, staff supervision, internal collaboration, and selective implementation. Identify and pursue additional strategic programmatic and grant opportunities. Current project priorities include:
 - **Resilient stormwater infrastructure**—NJF works with state agencies, developers, municipalities, and nonprofit partners to mainstream green stormwater infrastructure practices through state policy change, education, and technical assistance. NJF fosters the creation of local stormwater utilities by educating local leaders, providing technical resources, and creating peer sharing opportunities.
 - **Lead in drinking water**—NJF is leading state policy efforts to eliminate the risk of lead in drinking water by convening a 30-member group under the dual auspices of two collaboratives, Jersey Water Works and Lead-Free NJ, and through its own policy research and advocacy.
 - **Water infrastructure policy**—NJF's water and health initiatives require some policy support in areas such as adequate and equitable financing, climate resilience, transparent data, and public participation. NJF develops effective policy solutions based on research, collaboration, and consensus-building and also supports and participates in advocacy efforts.
- **Funding:** Assume primary responsibility for preparing grant reports and proposals, with guidance from the Managing Director. Contribute to a positive profile for NJF and its work with funders.
- **Support of broader organizational efforts:** Assist with organizational events, special projects, strategy conversations, and committees. Build NJF's networks and relationships.

REQUIREMENTS

- Experience in one or more of New Jersey Future's key policy areas: water infrastructure, green stormwater infrastructure, lead remediation, state policy, planning and redevelopment, the environment, sustainability, or strong communities.
- Commitment to justice, equity, diversity, and inclusion and employing these values in all aspects of their work.
- Minimum five to eight years experience in policy, advocacy, government, or related fields.
- Strong leadership skills with an ability to motivate, influence, and drive creativity and enthusiasm in direct reports, peers, partners, and decision-makers.
- Demonstrated ability to assume responsibility, make sound decisions, and interact with a diverse group of individuals and sectors.
- Team player with a collaborative working style; proven ability to build consensus among a diverse group of actors.
- Excellent verbal and written communication skills.
- Excellent organizational skills, including the ability to manage multiple projects with minimal supervision.
- Bachelors or advanced college degree.

COMPENSATION

Salary range is \$70,000 - 80,000 based on the candidate's experience and skills. Salary negotiable. This is a full-time position with benefits, including health, dental, vision, and life insurance, short- and long-term disability.

ORGANIZATION

Founded in 1987, New Jersey Future is a nonprofit, nonpartisan organization that promotes sensible and equitable growth, redevelopment, and infrastructure investments to foster healthy, strong, resilient communities; protect natural lands and waterways; increase transportation choices beyond cars; provide access to safe, affordable, and aging-friendly neighborhoods; and fuel a strong economy for everyone. New Jersey Future does this through original research, innovative policy development, coalition-building, advocacy, and hands-on strategic assistance. Embracing differences and advancing fairness is central to New Jersey Future's mission and operations. New Jersey Future is firmly committed to pursuing greater justice, equity, diversity, and inclusion through its programs, internal operations, and external communications. The organization is based in downtown Trenton, NJ. For more information, visit www.njfuture.org.

APPLICATION

Interested and qualified candidates should submit a cover letter, a resume, and one short writing sample (no more than five pages) to HR@njfuture.org.

New Jersey Future employees are working from home due to the COVID-19 pandemic. Employees will return to the office in Trenton, NJ on a hybrid work from home and in-office schedule after Labor Day.



At New Jersey Future, we embrace differences and advance fairness as a means to nurturing powerful ideas and realizing meaningful social change. All qualified candidates are encouraged to apply and will be considered for employment without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin.