



Vice President for Policy and Advocacy

Lincoln, Massachusetts

Protecting the nature of Massachusetts for people and for wildlife.

The Search

Mass Audubon is seeking a dynamic and highly strategic leader to drive the organization's public policy priorities at the local, state, and regional levels. The position has been elevated to a vice president level within the organization and will serve on the President's executive team. The Vice President for Policy and Advocacy will lead a team of policy, government affairs, and advocacy experts, as well as work across departments to accomplish Mass Audubon's goals.

Mass Audubon's public policy leadership dates back more than 100 years and includes leading campaigns to pass the Migratory Bird Treaty Act and, in more recent years, tackling a range of Commonwealth environmental priorities including serving as a leader on a coalition that increased funding for the Community Preservation Act.

Climate change has emerged as a principle priority of Mass Audubon. The Vice President will work with partners to drive policies and promote clean energy projects and will be committed to investing more energy and resources in solutions that get Massachusetts to net zero emissions by 2050.

Mass Audubon's solution-oriented, pragmatic, and partnership-based approach to policy, advocacy, and implementation has been critical to its success. The organization is seeking a leader who embraces that approach, and desires to build its grassroots advocacy network to advance policy priorities that include climate change action; renewable energy development; land conservation and nature-based solutions; wildlife conservation; environmental education; and diversity, equity, and inclusion.

Mass Audubon is seeking a leader who will build on its successes and grow policy and grassroots advocacy across the state and in Washington, D.C. With more than 130,000 members, 250,000 annual participants in Mass Audubon programs, and 100 sanctuaries and nature centers across the Commonwealth, the organization has an opportunity to mobilize its grassroots membership, coordinate its network of sanctuaries, and work with partners to accelerate work to protect the nature of Massachusetts for all people and wildlife.

Mass Audubon is working with national executive search firm Isaacson, Miller on this recruitment. All inquiries, nominations, and applications should be directed in confidence to the firm as indicated at the end of this document.

Responsibilities

1) Develop and Implement Mass Audubon's Policy and Advocacy Strategy

- On an annual basis, develop a policy, legislative, and administrative strategy that drives the organization's objectives, working closely with the staff, Board members, and others across the organization;
- Collaborate with local, state, regional, and national conservation organizations to shape and accomplish Mass Audubon's environmental policy objectives that benefit all communities and stakeholders;
- Define an annual legislative agenda that advances the strategy; and
- Inform the Mass Audubon staff, board, and membership of the priorities and encourage their involvement in its execution.

2) Develop a Mass Audubon Grassroots Advocacy Center

- Develop a strategy to engage 130,000 members and 100 sanctuaries as active partners in advancing policy priorities;
- Guide the development of issue-oriented campaigns that engage grassroots membership and advance policy priorities;
- Build a statewide network of ambassadors who build close working relationships with members of the governor's administration, state legislature, and Mass Audubon members;
- Develop strategic partnerships with sanctuaries to use the network as a tool to engage members and decisions-makers; and
- Support the development of digital tools to enhance Mass Audubon's Environmental Alert Network and engagement priorities.

3) Advance Climate Change Policy Solutions

- Working with the Climate Change Program Director, support the implementation of Mass Audubon's Climate Action policy framework which includes legislative, administrative, and regulatory priorities, using all the tools of Mass Audubon including educational programming, conservation science, and advocacy;
- Explore opportunities to advance policies that promote the active protection, management, and stewardship of lands as a critical tool for sequestering carbon; and
- Leverage the Shaping the Future of Your Community program to complement and advance climate objectives at the municipal level, working with the Climate Change Program Director and the Assistant Advocacy Director.

4) Lead the Implementation of Mass Audubon's Policy Agenda

- Lobby for Mass Audubon public policy positions, funding priorities, and concerns before elected and appointed state, federal, and local officials and their staff;
- Coordinate Mass Audubon representation on state committees, commissions, and boards charged with drafting regulations or formulating policies relevant to Mass Audubon's legislative goals and environmental policy objectives; and
- Ensure the active monitoring of current and proposed legislative and executive branch actions as they may relate to Mass Audubon's institutional and corporate interests, including funding the Blue Hills Trailside Museum.

5) Serve as the Media and Community Relations Point of Contact

- Work with the Marketing and Public Communications Department to respond to media inquiries related to public policy issues and communicate to business and civic groups, other organizations, and the general public on advocacy issues; and
- Serve as Mass Audubon's spokesperson on policy, advocacy, and other related issues.

6) Manage the Public Policy and Advocacy Team, and Fundraise for Priorities

- Provide supervision to Mass Audubon's Advocacy staff including recruitment, compensation, training, and professional development, program goals, budget management, performance evaluation, and accountability;
- Oversee the work of the Legislative Director and ensure timely drafting and filing of legislation and development and presentation of testimony on legislation, regulations, policies, plans, and guidelines; and
- Work closely with the Development Department to identify and pursue new sources of funding to support the public policy strategy and priorities, including climate change.

Qualifications

- Master's degree or equivalent experience in environmental policy, planning, political science, life science, or law;
- A minimum of ten years of experience in conservation, energy/climate change policy, issue-related campaigning, environmental planning, or related fields, with at least five years of supervisory experience;
- A proven history of effective policy and advocacy leadership in New England and a strong desire to make a meaningful difference in the fight against climate change for the benefit of all communities;
- Ability in planning, consensus building, and negotiating and mediating complex issues;
- Excellent written and verbal communication skills; ability to deal effectively with a wide range of audiences, including the media, legislators, technical specialists, and the general public;

- Experience with state and local environmental decision-making processes and familiarity with Massachusetts environmental laws, policies, and regulations;
- Understanding of the pressing biological conservation and climate/energy issues in the New England region preferred;
- Ability to think critically and creatively and act decisively in a team setting;
- High level of commitment to conservation and environmental justice;
- Ability to relate to and seek input from a diverse range of people and exercise cultural competence and inclusion; and
- Demonstrated ability to promote, embrace, and respect ethnic, cultural, and linguistic diversity, and to accommodate physical and intellectual disabilities.

For More Information or To Apply

Inquiries, nominations/referrals, and applications (including resumes and 1-3-page letters of interest responding to the responsibilities and qualifications outlined above) should be sent electronically to:

Karen Wilcox and Tatiana Oberkoetter

Isaacson, Miller
263 Summer Street
Boston, MA 02210
1-888-873-6989

www.imsearch.com/7650

Applications will be held in strict confidence.

Mass Audubon is an equal opportunity employer. It celebrates diversity and is committed to creating an inclusive environment for all employees and applicants. Mass Audubon prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.