



Policy and Partnerships Manager

Bayou City Waterkeeper (BCWK) is accepting applications for a Policy and Partnerships Manager, who will develop and advocate for just water policies alongside communities most affected by water, infrastructure, and climate injustices across the Lower Galveston Bay watershed encompassing the greater Houston region. This full-time position reports directly to the Executive Director. We invite you to apply by March 17, 2023.

Position Overview

The Policy and Partnerships (P&P) Manager will collaborate with our staff, community members, and organizational partners to develop policy goals that center the priorities of communities most impacted by water, climate, and infrastructure injustices. The P&P Manager will manage ongoing and emerging local and regional strategies for policy related to wetlands conservation, sewage justice, and flood and climate investment. Over time, the P&P Manager will work to interweave community priorities into all of our work through collaborative outreach, nurturing relationships, and co-creating a water justice policy agenda. The ideal candidate will have a demonstrated commitment to centering impacted communities and also understand how to effectively develop policy strategies and advocate at the local and state levels.

Essential Responsibilities

Coalition Building

- Work with BCWK's staff to collaborate with community and organizational partners to advance water justice through local, regional, and state policy.
- Apply a data-informed decision-making lens to identify potential community and stakeholder partnerships and to equip coalitions and partners with the best available information. Create action-oriented toolkits for community members.
- Manage and work with the Water Justice Specialist to strategize, develop relationships, and build power directly within communities towards just water policies.

Government Relations and Public Affairs

- Manage engagement with elected officials and stakeholders to advance BCWK's goals. Represent BCWK in meetings with elected and agency officials.
- Build community and government awareness on key policy issues through public education, government relations, collaboration with frontline community leaders, and media strategies.
- Create forums for dialogue with government officials, funders, agencies, and donors on topics relating to water justice in communities.

- Provide public comments or testimony before various governmental bodies, (i.e., Houston City Council, Harris County Commissioners Court, and the Texas State Legislature).

Policy Analysis

- Analyze regulations, peer-reviewed science, white papers, reports, and media to develop a deep understanding of the subject matter and inform BCWK's policy priorities.
- Draft original policy or position papers, including letters of support or comment.
- Prepare fact sheets, FAQ's, talking points, and speeches for the staff as needed.
- Provide strategic advice on public policy issues to the Executive Director and staff.

Desired Qualifications and Skills

****Research shows that women and people of color are more hesitant to apply for a job because they may not meet all of the qualifications listed. The candidate BCWK ultimately hires may not precisely meet all of these qualifications, but show the desire and capacity to grow into the role and fit within our small, close-knit team. If you feel passionate about our efforts and believe that you have the skills to contribute to the growth of our organization, we want to hear from you.*

- Three or more years experience in public policy advocacy and lobbying. Management or leadership experience in a variety of settings is a plus, but not required.
- Demonstrated ability to develop and implement effective policy-change strategies centering impacted communities and/or demonstrated commitment to centering impacted communities.
- Experience working with diverse communities.
- Experience with water, climate, infrastructure, and/or energy policy and familiarity with environmental justice, One Water, and/or just climate transition frameworks.
- Working knowledge of policy-making and political processes in Houston, greater Houston region, and State of Texas.
- Commitment to racial justice and anti-racism. Understanding of and commitment to advancing justice, equity, diversity, inclusion, and accessibility.
- Strong project management skills, including attention to detail, organizational skills, and time management.
- Experience working in a team and with partner organizations to develop and implement joint strategies.
- Experience working in, managing, or convening coalitions.
- Spanish fluency is preferred.
- B.A. or B.S.

Schedule/Location

We allow for flexible work schedules and locations so our staff can be responsive to community needs and balance work and personal responsibilities. Our standard work week is 36-40 hours. Occasionally, more than a regular 36-40 hour work week, including some evenings and weekends, will be required. Some local travel is also required. Our staff meets in person once per week, and when necessary or beneficial, the P&P Manager will be expected to meet with partners and policy-makers or attend other events in person (COVID permitting). Otherwise, our work is virtual.

The position requires occasional evening and weekend work and travel. Given the place-based, community-centered nature of this work, all staff must live in the greater Houston region.

Compensation

\$60,000 to \$70,000, depending on qualifications and experience. Our benefits package includes: unlimited paid leave, paid holidays, and paid parental leave; subsidized group healthcare, dental, and vision coverage; IRA contribution; negotiable flex hours; and a 36-40 hour work week. This is a full-time, at-will, exempt position.

How to apply

Please send a resume and introductory letter explaining your interest to careers@bayoucitywaterkeeper.org, with the subject line "BCWK Policy and Partnerships Manager" by March 17, 2023. Emails with questions are welcome.

About Bayou City Waterkeeper

Bayou City Waterkeeper is a water justice organization working across the Lower Galveston Bay watershed, encompassing greater Houston for more than two decades. With law and science, we work with local communities to build power, fill gaps in regulatory enforcement, and push back against water injustices and irresponsible development. Our key program areas are Clean Water, Protecting Wetlands, and Just Climate Transitions. Learn more on [our website](#).

Our values

In recognition of the complexities of our watershed, the challenges we face to protect our waters from the harms of current urban development and industrial activities, and the importance of being responsive to the needs of the communities we serve, our work is guided and informed by five values:

- Interconnectivity: Collaborate across disciplines and create multiple ways to engage.
- Fluidity: Embrace movement and adaptability in our work.
- Bold action: Have hard conversations, disrupt dysfunctional systems, create new frameworks, bring together unconventional allies, and move data and research into action.
- Justice and equality: Call out and act to undo inequities in our watershed.
- Regeneration: Water is a site for healing, joy, celebration, reflection, and growth.

Our core values lead us to seek a broad range of perspectives and backgrounds to achieve our mission and maintain an inclusive environment where all staff are valued and respected. As an equal opportunity employer, we are committed to employment practices that ensure that employees and applicants for employment are given equal opportunities without regard to race, color, national origin, ancestry, sex, age, religion, physical or mental disability, medical condition, veteran status, marital status, pregnancy, sexual orientation, gender identity, gender expression, genetic information or any other factor that is not related to the position.