POSITION ANNOUNCEMENT

PRO-HOUSING LEGISLATIVE ORGANIZER
Our Housing and Urbanism team works to create housing abundance as a solution to multiple pressing challenges: affordability, racial equity, climate change, and sustainability. Our legislative team develops and drives pro-housing policy at the local, state, and federal level, with a core goal to lift exclusionary zoning restrictions that limit affordable home choices, to promote policies that increase the supply of housing at all levels, and to bring down the cost of living in opportunity-dense cities and towns. Our team works to loosen restrictions on homebuilding that segregate neighborhoods, push lower-income people out—forcing burdensome, polluting commutes—and prevent Cascadian cities from welcoming new residents.

Because dysfunctional local politics so often block housing policy reform, we will focus our efforts on passing state legislation in Washington.

We are seeking an exceptionally organized and highly motivated organizer to help us grow the pro-housing movement and build coalition support for state-level pro-housing solutions in Washington State (and elsewhere in Cascadia). This position will report to the Senior Director, Communications and Campaigns, and will work closely with the rest of the Housing and Urbanism team, our lobbying team, and our organizational partners.
About the Pro-Housing Legislative Organizer Position

The Pro-Housing Legislative Organizer will develop and execute Sightline’s strategies to mobilize support for our pro-housing legislative priorities and to build a broad and enduring coalition for abundant housing solutions in Washington State. Strengthening partnerships and identifying new opportunities to collaborate with a network of organizations, community leaders, and advocates, the Pro-Housing Legislative Organizer will work to bridge a range of stakeholders with aligned goals for housing affordability, sustainability, social justice, property rights, and economic opportunity, growing support for pro-housing solutions to help meet those goals. The Pro-Housing Legislative Organizer will lead Sightline’s advocacy efforts in advance of and during state legislative sessions in Olympia, to build momentum for key legislative priorities, and to grow a lasting base of support for local, state, and federal pro-housing policies. In some cases, the focus may broaden to Oregon or other Cascadian jurisdictions, including Alaska and British Columbia.

The position requires a commitment to just, sustainable zoning reform and experience with legislative strategy, coalition-building, communications coordination, and deploying tools and tactics to engage support from allies and the grassroots and to mobilize action to influence legislation.

Key Responsibilities

- Develop and implement plans for identifying, engaging, connecting, and coordinating allied individuals and organizations
- Identify opportunities and build relationships and systems that build long-term support for pro-housing efforts

Build Partnerships and Mobilize Grassroots Support

- Coordinate with Sightline’s Housing and Urbanism policy team and lobbyists to develop, track, and support priority bills
- Cultivate and build on relationships forged in legislative efforts to solidify a network of allied community advocates
- Identify and reach out to stakeholder groups, influential voices, and organizations working in related policy and generate coalition support for abundant housing policy priorities

Political and Coalition Strategy

- Develop a statewide organizing strategy for pro-housing policies in Washington State, including legislative engagement and coalition-building strategies
- Identify political opportunities for pro-housing policy, as well as strategies for addressing opposition and obstacles
- Engage and convene existing and potential allies and stakeholders to find common ground and identify shared policy priorities
- Support community champions and advocates, providing training and resources for building a vocal presence on abundant housing solutions
- Identify opportunities and provide tools and support for partners to engage constituents, stakeholders, and legislators during legislative session(s)
- Mobilize policy advocacy for priority policies, including engaging press, legislators, and public testimony

**Coalition and Advocacy**

- Work with the research and communications teams to develop and distribute coalition messaging, including emails, social media posts, testimony, and support letters; and supporting efforts to develop op-eds, letters to the editor, and press alerts
- Coordinate messaging among partners and community leaders
- Develop and maintain systems (e.g. listservs, contact lists, web or social pages, or newsletters, etc.) for recruiting and connecting an active coalition
- Coordinate coalition communication, events, partner meetings, support letters, press outreach, emails, and social media
- Identify opportunities for sharing resources, policy development, support, and influence, and networking

**Qualifications**

- 3-5 years of experience organizing with community organizations, labor, business associations, electoral campaigns or other similar groups
- Campaign, legislative, or coalition-building experience
- Connection to Washington State and understanding of state legislative dynamics strongly preferred
- Commitment to and familiarity with policy solutions for housing affordability, social justice, and climate change
- Aptitude for building relationships and trust with people of diverse backgrounds and perspectives
- Demonstrated history of centering an equity lens when developing strategy and equitably representative coalitions
- Attention to detail and excellent verbal and written communication skills
- Ability to be strategic and creative in a fast-paced environment with quickly changing circumstances
- Flexibility to work independently and collaboratively, maintaining clear communication
- Experience managing contact lists and communications tools: databases, email, and social media tools

**Compensation and Benefits**

The salary range for this position is $60,000 - $69,000. This is a manager-level position, with flexibility to suit the right candidate's experience.

We offer a robust package of benefits including a 401(k) plan with employer contribution of 10 percent of salary (added to, not subtracted from, pay); full medical and dental insurance for self and partial coverage for dependents; four weeks of paid vacation, nine paid holidays, and two weeks of paid sick leave per year, and a three-month paid sabbatical leave every seven years. Sightline's staff members work hard but enjoy balanced lives and a collegial organizational culture.
Location

Though Sightline Institute is headquartered at an office in Seattle (during non-pandemic times), we employ staff in five Cascadian cities in four states, and contractors in far more locations. The focus of work for this position will be primarily in Washington State to start, likely involving some travel around Washington after pandemic restrictions are lifted, but work location is somewhat flexible and most of our staff work remotely all- or part-time, including staff in Alaska, Idaho, Montana, and Oregon. Candidates willing to relocate to Cascadia from elsewhere are also welcome to apply.

To Apply

Please send a resume and cover letter detailing your interest in the role and how your skills and experience translate to the position, and at least one work sample. Work samples could include planning or strategy documents or writing samples (e.g. an original article, email campaign, partner toolkit, legislative testimony, press release, or advocacy or outreach plan). Additional supporting materials are also welcome, such as publications, multi-media, speeches, or media appearances. We prefer all application materials be assembled in a single PDF and labeled with the applicant's name. Please send your materials to jobs@sightline.org, and also tell us in your email where you found this position; this information helps us streamline our recruiting processes.

**THE APPLICATION DEADLINE IS APRIL 30, 2021,** and applications received by that date will be given priority, but we will accept applications until the position is filled. First round Zoom interviews will take place through May 7, 2021. Second round Zoom interviews will take place through mid-May and we anticipate extending an offer by the end of May 2021.

*Sightline Institute is an equal opportunity employer and all qualified candidates are encouraged to apply. Applicants will not be discriminated against because of race, color, creed, sex, sexual orientation, gender identity or expression, age, religion, national origin, citizenship status, disability, ancestry, marital status, veteran status, medical condition or any protected category prohibited by local, state or federal laws.*