



**GROUND
ED
SOLUTIONS
NETWORK**

strong communities
from the ground up

Title: Vice President of Policy Impact	Reports to: Chief Executive Officer
Department: Executive	Status: Full-time, Exempt

About Us

[Grounded Solutions Network](#) is a national nonprofit dedicated to shaping communities to be inclusive and filled with opportunity for all. Where we live matters. It determines what opportunities we have and how our kids grow up. Everyone should be able to live in a place that offers opportunity: access to jobs, parks, public transit, quality schools and stable homes. Strong and inclusive communities provide the foundation that people and families need to thrive, both in the present and for future generations.

As a national membership organization, we support nonprofit and government practitioners, advocates, elected officials, and other housing professionals with the knowledge they need. We promote homes that remain affordable for generations and provide the foundation for our communities to be stable and strong, for good. Our work specifically targets creating and expanding the resources dedicated to community-led housing with lasting affordability, using a racial equity lens. Grounded Solutions defines lasting affordability as both rental housing with an extended or renewable period of compliance and shared equity homeownership models which restrict the resale pricing of homes.

Grounded Solutions Network is committed to fostering an organizational culture rooted in critical thinking and consciousness about race and class. We seek candidates who are dedicated to achieving racial equity. We are committed to building a staff team that is as racially and culturally diverse as the communities that we serve. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

About the Position

The Vice President of Policy Impact will shape and advance legislative strategies and policies that continue to position Grounded Solutions Network as a national leader for inclusive housing solutions with lasting affordability. They will work collaboratively with staff, our network members, partners, consultants, and external stakeholders to set and guide all lasting affordable housing policy advocacy at the local municipal, state and national levels. They will also oversee and implement shared equity affordable housing focused policy tools, frameworks, briefs and legislative campaigns that advance the organization's programs and special initiatives, while maintaining consistency with the organization's brand and mission.

The Vice President of Policy Impact serves on the internal staff Senior Leadership Team, takes a lead role in creating and sustaining a positive organizational culture, and consistently influences others to define measurable outcomes. This position reports to the Chief Executive Officer and is responsible for supervising two full-time professional staff. They actively participate in or lead team and employee meetings, retreats, or initiatives, help create opportunities to improve efficiencies, and encourage creativity, innovation, collaboration, and problem solving throughout the organization.

Key Responsibilities

1. Strategy

- Work collaboratively with key leadership, consultants, and stakeholders to develop and implement a strategic policy agenda that elevates the organization as a shared equity housing subject matter expert.
- Prepare reports, briefings, presentations, and responses on local, state and national legislative issues.
- Provide ad hoc analysis and decision support for the CEO and strategic management team
- Ensure consistent tracking of strategic policy framework results based on defined internal goals and priorities.

2. Leadership

- Drive new policy initiatives and define Grounded Solution's position on affordable housing issues; engage and align staff as part of this process for greater cohesion and impact.
- Engage policymakers, thought leaders, and activists to promote Grounded Solutions agenda, shaping the local and national debate to result in approval of laws that increase the availability of housing options with lasting affordability.
- Represent Grounded Solutions during interactions with strategic partners, public officials, press and outside stakeholders.
- Assist CEO to build and manage strong individual, corporate and foundation fundraising relationships.
- Assist CEO in fundraising for specific policy initiatives.

3. Management and Supervision

- Supervise and manage all internal policy team leads.
- Manage long-term and strategic planning of the organization's policy agenda, with clear definition of specific policy priorities.
- Manage and approve all local and national policy projects, including workflow and goals, staffing, and funding priorities.
- Coordinate and integrate the activities of department heads and staff in the development and implementation of policy and products.
- Manage and build crosscutting policy priorities and initiatives across departmental teams and senior staff.
- Manage independent partners, consultants and contracts, including drafting and reviewing their work plans.
- Conduct direct fundraising with policy department heads in support of teams or projects.
- Develop and work within the annual organizational budget and work with other staff teams and workgroups to determine cost effective solutions for policy programs and needs as they arise

Qualifications for Entry into this Position

Knowledge, Skills and Abilities

- Bachelor's Degree in Political Science, Government Affairs or a related field.
- 10 years of professional experience in political, legislative, government, and/or nonprofit organizations required, or an equivalent combination of education and experience.

- Demonstrates clear ability to set and achieve strategic priorities for a large, multifaceted team of policy and/or advocacy personnel.
- Demonstrates clear ability to effectively manage many projects with competing priorities, delegate responsibilities, and collaborate with others as needed to achieve success in all areas.
- Commitment to racial equity and inclusion.
- Demonstrates strong understanding of the critical need for racial equity in the context of local and national housing policy.
- Ability to communicate effectively with a wide group of employees, partners, and funders.
- Ability to thrive in a fast-paced environment.
- Demonstrates Local, State and National Policy expertise and strong experience in housing related policymaking.
- Possesses direct knowledge of and experience with federal economic policymaking institutions and systems, with well established relationships within the federal government and with other national organizations.
- Ability to raise funds for progressive projects and initiatives preferred.
- Management experience preferred
- Commitment to Grounded Solutions Network vision, mission and values as well as an overall demonstrated commitment to progressive ideals.

Travel required:

Occasional out-of-state travel approximately 5 trips per year, to attend staff meetings, conferences and events.

Location (geographically based or open):

The position is required to primarily work and be based full time in the Grounded Solutions Network Washington, DC office. However, the organization also has a secondary office in Oakland, CA and various departmental staff may be based and working remotely anywhere in the contiguous 48 states. All staff are expected to demonstrate the ability to work remotely while maintaining high levels of efficiency and productivity and communicating effectively with their direct supervisor and colleagues.

Starting Salary Range

\$130K – 150K annually, commensurate with experience.

Join our team and build your career with us! We offer:

- Supportive, stimulating and collaborative environment with passionate colleagues dedicated to building community and equity.
- Opportunities for professional growth and development.
- Competitive, comprehensive benefits package including health, dental, matching 401k and paid time off.

Work Environment/Physical Demands

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. All employees are responsible for a clean and safe work area. While performing

the duties of this job, the employee is regularly required to sit, and occasionally required to stand and walk. The noise level in the work environment is usually quiet.

How to Apply

Please submit, as 1 document (PDF or Word), a cover letter with salary requirements, resume, and two (2) writing samples. One of the writing samples should be a policy brief or similar analysis which addresses the needs of low and moderate income families. Please submit application materials to:

<https://bit.ly/39y9KJT>