



## **Senior Programs Strategist**

The Michigan League of Conservation Voters – one of the top-spending political organizations in the state of Michigan – is seeking an experienced, full-time Senior Programs Strategist to help drive and execute our advocacy, electoral, lobbying, and public education programs. This role is designed to build power by electing people at the federal, state and municipal levels who will pass stronger laws to protect Michigan’s drinking water, Great Lakes, air, and democracy and address the climate crisis.

The ideal candidate will be a detailed strategist who can draw upon their previous work experience to conceive of innovative tactics that use the political process as an avenue for advocacy and change in order to drive progress. They will be skilled and practiced at building both a strategy and team to win. They will understand Michigan’s political lay of the land and how to operate successfully within it. This position is an opportunity to play a leadership role in one of the best, growing, statewide political organizations in one of the most important battleground states. The ideal candidate will be comfortable in steering our programs, specifically layering campaigns and initiatives to be a national model in moving key legislative policies by electing champions at every level.

### **About the Michigan League of Conservation Voters**

The Michigan League of Conservation Voters is a statewide political organization whose mission is to elect pro-conservation candidates to office and to hold all decision makers accountable for protecting Michigan’s drinking water, attacking climate change, and expanding access to the ballot. We work closely with elected officials, business leaders, partner organizations, and advocates from across the state, and we have built a reputation as the leading, non-partisan political voice for Michigan’s land, air, and water.

Michigan LCV is an equal opportunity employer. We assure equal treatment in hiring selection, promotion, transfer, compensation, benefits, training, discipline, and other personnel practices and terms or conditions of employment without regard to race, color, religion, sex, age, national origin, height, weight, marital status, genetic testing status, veteran status, disability, sexual orientation, gender status, or any other protected class established by all applicable federal, state and local laws and ordinances.

### **Job Responsibilities**

The Senior Programs Strategist, who reports to the Deputy Director and is ideally based in Southeast Michigan, is responsible for the following:

- Design and implement strategic campaign plans that affect multiple programs divisions - Advocacy & Outreach, Communications, Democracy for All, Government Affairs, and Partnerships - including creating layered calendar of activities, encouraging programs directors to plan ahead, and holding teams accountable for their goals
- Quickly turn around written campaign plans, funding proposals, and updates on programs
- Support the Deputy Director, implementing the vision for the programs department, compiling and helping to prioritize questions and tasks, taking verbal “brain dumps” and executing on associated tasks, and managing administrative tasks, including his calendar, correspondence, travel arrangements, and preparation for meetings, events, and speaking engagements

- Act as a support to programs directors, facilitating cross-team collaboration, answering questions, and helping navigate HR-related issues
- Serve as an ambassador for the organization, particularly in coalition settings
- Serving a lead role in either Michigan LCV's Coordinated or Independent Expenditure Campaigns, driving the program in a comprehensive, professional way that manages staff across the organization, hires vendors, and interfaces with national donor partners
- Quantitatively and qualitatively testing and analyzing our programmatic successes and failures in order to improve our campaigns and report to staff, board, partners, and funders
- Participating in all Michigan LCV political election work – doing the hard work of campaigning, which means door-to-door field canvassing, text and phone banking, and attending campaign events

## Qualifications

We are seeking a Senior Programs Strategist who is a **strategic and confident leader, an empowering, inclusive manager of staff and partners, an organized, thorough manager of campaigns and projects,** and who has a **proven track record of leadership on embedding justice and equity into projects and policies.**

- Strong understanding of and previous work experience in 501(c)(4) programming and electoral-focused campaigns
- An ability to communicate clearly and compellingly in any format using strong writing, public speaking, and interpersonal skills
- An ability to articulate specific experiences in taking ambitious campaign goals (c4 or electoral) and structuring them into clear results and deliverables
- A detail-oriented self-starter with excellent project and time management skills
- The ability to take a small amount of direction and then own new projects and tasks
- An eye for opportunities to innovate, solve problems, and take creative approaches to continually improve
- Experience leading efforts to create equitable and inclusive workplace cultures
- Reliable access to transportation for travel across the state and a cell phone to use for work purposes as well as the ability to participate in campaign activities, either phone banking or canvassing
- Cultural Competencies:
  - Demonstrated awareness of one's own cultural identity and the ability to learn and build on varying community norms
  - Commitment to equity and inclusion as organizational practice and culture
  - Understanding of how environmental and voting rights issues intersect with racism, economic and social inequality in the U.S. and has a passion for working to dismantle these systems

## Compensation & Benefits

The starting annual salary for this position ranges from \$90,000 - \$105,000 depending on experience. Michigan LCV offers a benefits package that includes health and dental coverage, long-term and short-term disability coverage, life insurance coverage, a retirement savings program, reimbursements for business-related travel, a generous paid time off policy, and a team of smart, funny, and kind colleagues working together to deliver on a mission that matters.

## How to Apply

[Click here to apply.](#) Applications will be reviewed on a rolling basis. If you need accommodation or assistance with our online application process, please tell us how we can help by emailing [jobs@michiganlcv.org](mailto:jobs@michiganlcv.org) or by calling us at (734) 222-9650.