



## **The Connecticut Project**

Vice President of Policy and Advocacy

### **About The Connecticut Project**

Through funding, convening, program creation, and advocacy, The Connecticut Project (TCP) brings together people, ideas, and resources to improve systems and generate real-world outcomes so that all our neighbors can achieve self-directed and prosperous lives. We work for a just, thriving, and optimistic Connecticut where race, income, geography, and other circumstances no longer predetermine opportunity.

### **Position Overview**

The Vice President of Policy and Advocacy leads The Connecticut Project's policy and advocacy work in support of TCP's overall mission and strategy, helping to determine and deliver the most impactful priorities to change systems and improve lives. The Vice President designs overall and specific policy agendas, develops public and private positions, and implements affirmative and defensive advocacy strategies for accomplishing The Connecticut Project's objectives. This includes primary responsibility for directing and managing the activities of The Connecticut Project Action Fund, The Connecticut Project's affiliated 501c4, including the team members and resources directed to policy advocacy. The Vice President will also lead and coordinate team members across The Connecticut Project to achieve policy advocacy goals, including directly managing staff and indirectly coordinating the policy advocacy of the full TCP team.

### **Core Responsibilities**

#### *Strategy & Leadership*

- Working with the Leadership Team broadly and the Vice President of Philanthropy and Strategy specifically, support the development of TCP focus areas and overall strategies to achieve systems change and real world outcomes.
- Lead development and implementation of a policy and advocacy plan that is aligned with the organization's focus areas and objectives, delivering appropriate and effective advocacy that supports change in policy, power and relationships, and mindsets.
- Support the overall development of The Connecticut Project as a key member of the leadership team.

#### *Policy & Advocacy Operations*

- Develop, coordinate, and deliver specific advocacy strategies to support both overall mission and specific priorities, including through state legislative and administrative lobbying, grassroots organizing, public campaigns, and coalition building.
- Manage policy and advocacy investments, including grants to aligned organizations and direct organizing and issue campaigns as appropriate.
- Successfully navigate legislative and other policy making processes; develop and maintain partnerships with policymakers and coalition allies to maximize impact.
- Work effectively with diverse coalition members and, where appropriate, build alliances and funding relationships with organizations across the political and ideological spectrum.
- Develop, maintain, and manage relationships and communication with local and state policymakers, key stakeholders, and experts on TCP's policy issues and priorities.

- Collaborating with the TCP Directors and other staff, engage with and mobilize community-based organizations, community leaders, and Connecticut neighbors to support advocacy objectives.
- Working with internal and external staff, develop and coordinate public and advocacy messages to ensure that The Connecticut Project materials are consistent and appropriately focused; create, edit, and proofread materials for external use.
- Represent The Connecticut Project both publicly and privately, including with local leaders, policymakers, the media, funders and other legal and advocacy organizations.

#### *Team and Organizational Management*

- Directly lead and manage staff focused on advocacy, ensuring a lean, nimble, and high-functioning team, including monitoring workload, coordinating and distributing assignments, and conducting annual performance evaluations.
- Coordinate, organize, and support two to three TCP staff involved in advocacy, and ensure that the work of the Policy and Advocacy team integrates effectively with other Connecticut Project teams in service of overall vision, mission, and strategic priorities.
- Attract, develop, coach, and retain high-performance team members onto the Policy and Advocacy team and across TCP, empowering all team members to elevate their level of responsibility and performance particularly in regards to advocacy.
- Identify and supervise consultants, as needed, to support TCP strategic priorities, including that they develop and execute deliverables in a timely manner and ensure appropriate integration of work.
- Work with the Chief of Staff and other TCP team members to ensure appropriate tracking, treatment, and management of advocacy activities.

#### *Targeted Knowledge and Skills*

- Passion for the Connecticut Project vision and mission, and a commitment to organizational excellence in achieving them.
- Relevant policy and advocacy experience, with a strong preference for in-Connecticut experience and potentially including:
  - Proven ability to craft and execute high-impact campaign strategies at the state level;
  - Demonstrated success enabling and/or managing grassroots campaign strategies, field organization, and digital campaigns.
  - Experience supporting policy, advocacy, lobbying, campaigning, and/or working in municipal, state, or federal government on policy and advocacy issues.
  - Experience building and managing coalitions and strategic relationships with diverse groups and interests.
  - Knowledge and insight to state policy making systems, processes, and political activity.
  - Knowledge and insight to political and campaign levers, including independent expenditure, opposition research, and political fundraising.
- A minimum of 10 years professional experience, including demonstrated strength on the following professional dimensions:
  - Independent and creative thinker that uses a strategic and entrepreneurial approach to advocating for changes in policy, power, and mindset.
  - Strong leadership and management skills, and develops a highly motivating atmosphere in which team members feel energized, engaged, and enthusiastic about achieving goals.
  - Excellent oral and written communication skills, including experience leading coalition discussions and producing high quality writing and collateral.
  - Able to deal with ambiguity, thrives in rapidly evolving environment; flexible and agile, responsive to feedback, open to changing direction, focuses on continuous improvement and innovation.
  - Capacity to effectively prioritize projects, work simultaneously on multiple projects, and meet deadlines.
- Strong interpersonal skills and emotional intelligence including demonstrated empathy, humor, and resilience; engaging team-member; and values, honors, and promotes diversity in all its forms.
- A growth and learning mindset.

#### **Alignment to TCP Organizational Values**

Commitment and capacity to authentically live and help develop TCP's values:

- Neighbors First. The interests of our Connecticut neighbors, particularly those deprived of opportunities and outcomes on a basis of race, income, geography and other circumstances, are first in everything we do.
- Courageous Acts. We are resolute in the pursuit of growth, equity, and justice, willing to learn from mistakes, and not afraid to challenge steady habits to accelerate progress.
- Better Together. Grounding in the common humanity of our neighbors ensures that personal, professional, and community differences lead to bolder innovations and stronger solutions.
- Optimistic Realists. We operate at the crux of possibility and pragmatism– the change we imagine is the change we work to achieve.
- Continuous Improvement. We listen, learn, and collaborate with humility alongside our neighbors and improve our methods with community feedback and guidance.

## **Reporting**

President & CEO

## **Compensation & Benefits**

This position is full-time, operating in a hybrid environment designed for feasibility for staff across Connecticut. Compensation for this role is between \$175,000 and \$225,000 and commensurate with experience. Applicants should live in or be willing to relocate to Connecticut.

The Connecticut Project offers an employee benefits package that includes, but is not limited to health, dental, vision, life, disability, and supplemental life insurance; a 401(K)-match program; and competitive vacation and holiday policies.

## **How to Apply**

Applicants should submit a resume and cover letter that references their experience in relation to the qualifications listed in the job description, why the applicant is interested in the position, and how the applicant heard about this posting. Position open until filled. Applicant information will be held highly confidential.

Please note that finalists will be subject to background and reference checks. Applicants should submit a resume and cover letter to Adriana Joseph, Chief of Staff, at [info@ctproject.org](mailto:info@ctproject.org) with the title of the position in the subject line.

The Connecticut Project is an equal opportunity employer and is committed to building a strong and welcoming team that reflects and includes Connecticut's diverse and inclusive community. Candidates of all backgrounds, including urban and rural communities, are strongly encouraged to apply. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, disability, age, or veteran status.