



## **Position: Advocacy Specialist**

**Organization Background:** Brown Girl Surf is a fiscal-sponsored project of Social Good Fund that works to build a more diverse, environmentally reverent, and joyful surf culture by increasing access to surfing, cultivating community, amplifying the voices of female identified surfers and gender expansion surfers of Color and taking care of the earth. Since beginning our programs in 2014, we have built a vibrant community of dedicated brown girl surfers and allies. Our presence is felt on Northern California beaches from Half Moon Bay to Bolinas, and the surf culture that we have created locally has been amplified via social media across the country. Furthermore, we are a vocal advocate of equitable outdoor access by convening nonprofits across the state to discuss barriers to beach access for underrepresented groups.

**Position Overview:** Brown Girl Surf has grown quickly, with increased demand for our programming and more opportunities to amplify the voices of our community. We are excited to add the new position of **Advocacy Specialist**, who will lead our advocacy strategies in partnership with the Executive Director. The **Advocacy Specialist** will also assist with other research and policy initiatives, and tasks related to BGS advocacy as needed. The **Advocacy Specialist** will be supervised by the Executive Director and will oversee and manage BGS's participation in various nation-wide coalitions and play a critical role in managing our advocacy growth into the future.

This is a part-time hourly paid position of approximately 20 hours/week with potential opportunities for increased hours in the future, if desired. The **Advocacy Specialist** position is based in Oakland, with opportunities to work from home as needed. For the right candidate, Brown Girl Surf will consider remote work once on-boarding is complete.

Brown Girl Surf is committed to a work culture where we can lead healthy and well-balanced lives, and remain connected to the joy that underlies our mission. We are looking for someone who shares our commitment, work ethic, and personal accountability to our mission. We have a strong preference for candidates based in Oakland, where Brown Girl Surf and most of our community are based. Candidates that identify as females of color and/or those identifying as LGBTQI are strongly encouraged to apply for this position.

**Job Responsibilities:** The Advocacy Specialist will work directly with the Executive Director to define guiding advocacy strategy and priority goals for BGS in the context of our mission and organization model, community priorities, and where BGS has the greatest capacity for leveraging change. BGS advocacy and education work has focused on equitable ocean and coastal access, equitable representation in ocean-related fields, and general ocean conservation. An equity lens is foundational to Brown Girl Surf's approach.

Essential functions and primary responsibilities also include, but are not limited to the following:

- Work with Brown Girl Surf ED and Program Director to ensure that BGS's advocacy strategy continues to be integrated into BGS community-based program model and curriculum, and BGS community members are engaged as key drivers of BGS policy initiatives.

- Serve as a subject matter expert for key public policies, current events, and trends relating to BGS's priority advocacy goals.
- Develops and maintains expertise and tracks issues related to BGS advocacy priorities, including identifying trends and tracking current events in the field, and conducting detailed, specific analysis of federal and state regulations, guidance, and legislation.
- Lead policy program specific meetings for staff and partners..
- Responsible for attending all coalition and collective meetings and synthesizing data and providing recommendations to the Executive Director and BGS team as needed.
- Staff lead for BGS's participation in several coalitions to further equity and ocean conservation efforts, both internally and externally. *(See coalition summaries below)*
  - Next 100 Coalition, Ocean Equity Collective: BGS was invited to participate in the Next 100 Coalition, a nationwide coalition that works to ensure that all communities can participate in the protection and enjoyment of the ocean. We are a part of the Guiding Plan Team, which meets to draft and finalize outcomes and activities for each of the coalition's focus areas (Policy & Advocacy; Education/Narrative Shifting; Collective Action/Movement Building; and Solidarity/Ally Action).
  - Ocean Justice Forum (OJF): The OJF works to convene environmental justice groups and ocean nonprofits to create and advance a federal ocean policy agenda that centers economic, racial, climate, and environmental justice within a racial equity and social justice lens. BGS was invited to participate in this nationwide convening to inform their ocean justice policy platform.
  - Act Coastal (Resources Legacy Fund): The Act Coastal is a coalition of California organizations focused on protecting California's coastal environment, expanding equitable access to the coast, and ensuring transparency and accountability for the California Coastal Commission and other coastal resources agencies.

**THE IDEAL CANDIDATE HAS THE FOLLOWING QUALIFICATIONS:**

- Bachelor's degree and 3 years related experience, or equivalent combination of education and experience; advanced degree preferred.
- Experience with legislative and policy initiatives.
- Experience presenting to and communicating with diverse stakeholders including, government officials or agencies, community partners, media, and others.
- Experience researching information from divergent sources and compiling results into a cohesive reporting structure.
- Optional - Experience providing advice to organizations/ or building strategies for achieving advocacy goals over time Or something like this. Make it clear that this person is also an analyst, advisor and thought partner on strategizing how to achieve BGS advocacy priorities.
- Understanding of community-based programming, community organizing, and/or youth development programming.
- Excellent verbal and written communicator with exceptional analytical, writing and problem-solving skills and demonstrated ability to communicate scientific and technical ideas/findings clearly with diverse stakeholders of all skill levels and abilities. Demonstrated initiative and problem-solving skills; exceptional critical thinking capabilities.
- Ability to work in teams as well as independently, and to adapt in a dynamic, rapidly evolving field.
- Comfortable making presentations and presenting information in a compelling, informative, and persuasive fashion.

- Strong interpersonal skills, including the ability to handle challenging situations with tact and sensitivity.
- Highly skilled in managing complex, timebound logistics, while remaining highly flexible, and holding community as a top value.
- Openness to engaging with and developing a connection to the ocean is critical. Surf experience is NOT necessary, though welcome and helpful.
- Embody BGS 6 core values: Play, Community, Girls'/Women's empowerment, Care for the Earth, Arts and Expression, and Gratitude.
- Knowledge and deep understanding of power and privilege around race, including *within* communities of color.
- Proficiency with Microsoft Office 365 programs including SharePoint, Word, Excel, and PowerPoint, as well as, Google Suite.

*Desired Qualifications:*

- Experience coordinating complex projects in a decentralized organization, working across teams, operating units and functions to achieve optimal results.
- Experience building networks or organizational capacity, facilitating informational sessions, increasing internal knowledge and capacity, and identifying key stakeholders.
- Experience with legislative, planning, policy or strategic communications initiatives at two or more of the following levels: local, state and federal policy levels.
- Experience and interest in working in a dynamic, fast paced environment, supporting multiple projects on varying issues simultaneously.
- Professional, lived, or volunteer experience with conservation, environmental or other natural resources issues.
- Self-starting, independent worker who can thrive in a matrixed organization with minimal oversight.
- Multilingual and multi-cultural or cross-cultural experience are appreciated.

**Required Competencies:** To perform the job successfully, an individual should demonstrate the following competencies in executing the essential functions of this position.

- Problem solving – identify and resolve problems in a timely manner by gathering and analyzing information skillfully.
- Interpersonal skills – maintain confidentiality, remain open to others' ideas and exhibit a willingness to try new approaches.
- Managing Up - Ability to exercise good judgment and manage communications with supervisor and/or agency leadership.
- Oral communications – speaks clearly and persuasively in positive or negative situations, demonstrates group presentation skills and ability to conduct meetings.
- Written communications – edits work for spelling and grammar, presents numerical data effectively and is able to read and interpret written information.
- Planning/organizing – prioritizes and plans work activities, uses time efficiently and develops realistic action plans.
- Quality control – demonstrates accuracy, thoroughness, and monitors own work to ensure quality.
- Adaptability – adapts to changes in the work environment, manages competing demands and is able to deal with frequent change, delays or unexpected events.

- Dependability – consistently at work and on time, follows instructions, responds to management direction and solicits feedback to improve performance.

### **Compensation and Benefits**

Brown Girl Surf offers competitive compensation and believes in pay equity. This position will be paid hourly starting at \$32.00+, based on experience, skills and qualifications. In addition, Paid Time Off available (federal holidays, sick and vacation accrual) are offered, as well as ProDeal and corporate partner discounts available to BGS staff are provided after a 90-day interim period.

### **How to Apply**

Submit a COVER LETTER and RESUME to [jobs@browngirlsurf.com](mailto:jobs@browngirlsurf.com). Applications will be accepted on a rolling basis until the position is filled. Please note, resumes submitted without a cover letter will not be considered.