Urban Ocean Lab (UOL) is looking for a resourceful and experienced Policy Lead with a background working with community organizations in cities on climate and/or resiliency policy. Coastal city experience a plus! We are particularly interested in individuals who are ‘doers’ that take initiative, enjoy collaboration, are comfortable working independently, and are skilled at balancing and executing competing priorities. Candidates who are BIPOC, women, LGBTQIA+, and have strong connections to coastal cities are warmly encouraged to apply.

POSITION ANNOUNCEMENT

POLICY LEAD: FULL-TIME, REMOTE (IN A COASTAL CITY)

ABOUT URBAN OCEAN LAB

Storms, flooding, rising seas, and erosion fueled by climate change are already affecting coastal cities — disproportionately impacting historically-disadvantaged communities. These changes are sometimes dramatic (like a hurricane) but more often incremental (like sea level rise), which can mask the urgent need for action, and coastal cities remain unprepared for increasing climate risks. UOL is a think tank working with scientists, policy makers, designers, and community organizations to develop rigorous, creative, practical, and equitable climate and ocean policy for the future of coastal cities. Please see www.urbanoceanlab.org for more information.

UOL is an independent operating project of the nonprofit umbrella organization, Multiplier, a nationally recognized nonprofit with a growing portfolio of innovative initiatives that conserve and protect a sustainable and resilient world (www.multiplier.org).

OUR WORK

UOL develops and analyzes policy to help coastal cities and communities prepare for and adapt to climate change. Our work focuses on five key policy areas: preparing for sea level rise and erosion; protecting and restoring coastal ecosystems; adapting and building more resilient infrastructure; scaling offshore renewable energy; and increasing community resilience. We take a “people first” approach, and our work is guided by the principles and practices of social and environmental justice.

While UOL is involved in wide ranging activities, right now, we’re particularly focused on:

- Developing a “Blue New Deal” for Coastal Cities, drawing on case studies of coastal cities around the world to create a framework with model policies and best practices for climate-ready coastal cities.
- Building an ocean-climate resource hub for the future of climate-ready coastal cities, with fact sheets, case studies, toolkits, templates, policy memos, and other science- and policy-based resources and information.

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The Ocean Justice Forum, an initiative we are co-leading which convenes community organizations focused on ocean justice that serve people of color and low-income communities and national ocean NGOs to co-create a federal ocean policy platform that centers the priorities and insights of frontline communities, and promotes racial, economic, and environmental justice.

POSITION SUMMARY
UOL's current policy team has deep expertise with federal- and city-level ocean-climate policy, and we now seek an additional Policy Lead with community-level experience to join our team. As a Policy Lead, you will be responsible for developing and managing UOL's initiatives, projects, and partnerships, conducting policy research and developing our policy products, bringing a community lens and ensuring that environmental justice and equity is a key tenet of all our work. This new position will be the fourth full-time hire and will report to the Managing Director, who in turn reports to the Executive Committee, which is composed of UOL’s co-founders.

PRIMARY RESPONSIBILITIES
- Collaborate with the Managing Director and team to help shape UOL's policy priorities and portfolio.
- Co-lead the development of UOL's policy products, including memos, issue briefs, fact sheets, case studies, and more with research, analysis, writing, and editing.
- Collaboratively develop and oversee the implementation of key policy initiatives, creating and implementing strategic and effective work plans; tracking progress towards short- and long-term goals; regularly evaluating performance to measure success; identifying roadblocks and obstacles ahead of time and working to mitigate them.
- Help build and manage partnerships with city governments, agencies, and elected officials; and community-based organizations and leaders, particularly frontline communities and environmental justice groups — lead on community engagement efforts, as needed.
- Compile and write compelling materials needed for grants and other fundraising opportunities.
- Support the development of communications campaigns around UOL's policy work, including developing content and translating complex or technical information into accessible, plain language for diverse audiences.
- Assist the Managing Director with hiring efforts and help manage research fellows and other future staff and contractors as required, providing direction and support and creating a collaborative and respectful work environment; provide an example of being a supportive and helpful teammate and nurture a thriving organizational culture.
- Provide wide-ranging support to the Managing Director. We are a small team and all pitch in as needed to get things done.
THE IDEAL CANDIDATE
You are versatile, tenacious, diplomatic, creative, humble, and have the ability to move self-confidently through uncharted waters. You are able to create enthusiasm and momentum among our team and partners so that we can efficiently implement our overarching goals and objectives. You are comfortable both leading and working alongside others and feel “at home” in a lean start-up environment where you wear many hats.

We recognize that each applicant for this role will bring unique skills, knowledge, experiences, and background to this position, lending their flair to UOL’s trajectory. We welcome diverse experiences and perspectives in our applicant pool, and will be looking for candidates who possess many, but not necessarily all, of the following qualifications and experience:

- Working knowledge of climate, resiliency, sustainability, or ocean policy with a strong track record of researching and developing policy initiatives, ideally with 4+ years of experience in a policy-related role.
- Extensive experience successfully working with community organizations on climate resiliency policy initiatives, working at a lean nonprofit or start-up environment a plus.
- Expertise in and/or a demonstrated knowledge of at least one of the following areas: environmental and climate justice, community resilience, city-level climate policy, urban resilience/sustainability, ocean-climate issues and solutions.
  - Genuine interest in and understanding of the unique challenges facing coastal cities and communities on the frontlines of climate change, a must.
- Excellent writing and legislative/policy research and analysis skills; experience drafting policy and legislation preferred, but not required.
- Demonstrated project management experience and familiarity with project management tools.
  - Developing and implementing work plans; setting goals and tracking/reporting progress; regularly evaluating performance; proactively identifying roadblocks and obstacles ahead of time and mitigating them.
- Strong communication and presentation skills, time-management, and interpersonal skills.
- Ideally some graphic design, mapping, data analysis & visualization and/or other applicable skills.
- A desire to work collaboratively with colleagues to achieve success.
- Ability to work in a flexible manner in line with the organization's objectives and willingness to undertake other duties as reasonably requested.

COMPENSATION
Multiplier provides a comprehensive compensation package, including competitive salary ($70,000 to $90,000, depending on experience), plus excellent medical and dental benefits, retirement savings, and generous vacation and sick leave policy.
HOW TO APPLY
To apply, please submit a cover letter and resume to hiring@urbanoceanlab.org with “Policy Lead” in the subject line by July 1. Please know that we will review every application we receive, and respectfully request no follow-up calls, emails, messages, or other direct outreach to our staff or founders regarding your application and candidacy. Please note that applicants must be based in a U.S. coastal city and legally authorized to work in the U.S.

EEO STATEMENT
Multiplier and Urban Ocean Lab celebrate diversity and are committed to building teams and partnerships that represent a variety of backgrounds, perspectives, and skills. Multiplier and UOL are also committed to providing an environment of mutual respect that is free from discrimination and harassment. Multiplier and UOL prohibit discrimination in its governance, programs and activities on the basis of race, color, national origin, age, disability, religion, gender, sexual orientation, gender identity, genetic information, political beliefs, reprisal, marital status, amnesty, status as a covered veteran, because all or part of an individual's income is derived from public assistance, or for any other non-merit based factor.