

Associate Director of Policy

Remote

WHO WE ARE

Our climate goals can only be met by rapidly reducing emissions *and* removing the carbon that already exists in our atmosphere. Carbon Removal Alliance (CRA) represents the innovators building the critical technologies to permanently remove carbon from the atmosphere. CRA launched in early 2023, representing 20+ companies across a range of technologies and geographies. Our members are responsible for nearly all of the permanent carbon removal delivered to date. Together, we work to advance policies that support a portfolio of carbon removal technologies. Our goal is to catalyze innovation, create high-quality jobs, drive economic development, and ensure that we achieve our climate goals.

THE OPPORTUNITY

Overview

Carbon Removal Alliance is seeking an Associate Director of Policy who can work closely with the Executive Director on our federal policy priorities. CRA is a young and growing organization, and this position will have a unique opportunity to shape the role and perspective of the organization in the policy space. The ideal candidate has deep experience in US federal policy and has a proven track record of working with Congress and the Administration. The candidate should have experience translating and synthesizing technical information into policy recommendations. This position can be based anywhere in the U.S., but the candidate should expect regular travel to Washington, DC.

Major Roles + Responsibilities

- Co-develop CRA's policy strategy, in collaboration with CRA's Executive Director, by identifying gaps and opportunities in the carbon removal policy space
- Collaborate with CRA member companies, including:
 - Translating technical information into educational materials for policymakers
 - Coordinating with CRA members on joint Congressional outreach
 - Educating CRA members on the federal policy process
- Build and lead policy campaigns around key issues, including:
 - Market development policies, like tax credits and procurement
 - Federal RD&D funding
 - Monitoring, reporting, and verification of carbon removal

- Build relationships with Congress, the Administration, and relevant stakeholders (eg. ENGOs, labor unions)
- Carry out Congressional education and outreach on key policy priorities
- Help plan policy-related events including briefings for staffers, reporters' breakfasts, ENGO workshops, etc.
- Lead the development of new and novel CDR policies, publishing these recommendations in white papers and blogs
- Manage consultants, lobbyists, and in the long-term, policy staff towards our objectives

Compensation + Benefits + Perks

- Carbon Removal Alliance is deeply committed to providing highly competitive compensation and benefits to our team. The salary range for this position is \$135,000 to \$175,000, based on experience.
- Carbon Removal Alliance prides itself on offering benefits and perks to our employees that illustrate how we live our values, including:
 - Flexible work-culture, including 36-hour workweeks (we close at 1 p.m. every Friday) and dedicated no-meeting time each week
 - Four weeks of PTO, two weeks of sick leave, three floating holidays/personal days, and organization-wide closures for one week during August and one week at the end of the year (Dec 24-Jan 2)
 - Full coverage of medical and dental insurance premiums (base level plan)
 - Employer contributions to employee retirement plans (401k)
 - A quarterly health & wellness stipend
 - Generous tech and home office stipends

WHO YOU ARE

Our ideal Associate Director of Policy believes deeply in our mission. Beyond that, our ideal candidate possesses the following qualities:

- You're a translator at heart. You're willing to dig into the weeds of deep technical information and pull out the "so what". You are an excellent and fluid communicator. People go to you to help them convey complex ideas in a compelling manner and in the right format.
- You're a driver of results. You've demonstrated the ability to drive results in the pursuit of ambitious goals, and you combine your exceptional strategic thinking skills with your penchant for project management to achieve impressive outcomes. You manage projects fluidly, fiercely prioritize, and track timelines, data, and information in an organized and systematic fashion. You don't drop balls, miss deadlines, or forget to respond to someone's inquiry - and you're not afraid to roll up your sleeves to do the work.

- Partnerships are your “thing.” You have experience building relationships across a diverse set of stakeholders. You build trust and leverage meaningful relationships to get things done. A relationship-builder at heart, the people you work with trust that you leverage relationships to get things done in a mutually beneficial, non-transactional way.
- Creative problem solving fires you up. When faced with a mountain, you know there are plenty of ways to climb it. You’re not dissuaded by challenges. In fact, you’re energized by them and by all of the creative approaches you might take to solve them.
- You’re high impact, low-ego, and kind to yourself and others.

Beyond that, you will need:

- Proven track record (6+ years) working on carbon removal, climate, science, or or related policy issues
- Experience leading policy campaigns to success, utilizing a variety of policy techniques (eg. hill meetings, events, briefings, coalition building)
- Top-notch project management skills, with a knack for staying organized and working across multiple competing projects and timelines
- Strong network of policy allies you can rely on, including with ENGOs, Congressional staff, and agency staff
- Strong written and verbal communication skills
- Experience managing and working across diverse stakeholders

TO APPLY

To apply for the Associate Director of Policy role, please submit an application [here](#). Applications will close on July 30, but will be reviewed on a rolling basis. If you have any questions or issues submitting an application, please email us at: info@carbonremovalalliance.org

Carbon Removal Alliance is an equal opportunity employer and does not discriminate on the basis of race, color, gender, religion, age, sexual orientation, national or ethnic origin, disability, marital status, veteran status, or any other occupationally irrelevant criteria. Carbon Removal Alliance continually seeks to enrich its staff and team culture. In particular, we’re dedicated to broadening opportunities for individuals from demographic groups that are historically underrepresented in the sciences and in environmental advocacy. We’re also committed to building an inclusive workplace culture where talented people of widely different backgrounds can thrive. We’ve adopted this commitment because we believe the inclusion of culturally diverse perspectives will improve our work and produce better societal and environmental outcomes for all, including historically disenfranchised communities.