

Job Announcement  
Policy and Program Associate  
Location: Preferred Seattle or Portland area with travel

The NW Energy Coalition is seeking a dynamic and analytical policy associate to join the Coalition team and help advance regulatory and policy action, as well as best practices for utility programs to help the region decarbonize the energy sector and advance equitable energy services that bring economic and environmental benefits to communities.

**About NW Energy Coalition**

Established in 1981, the Coalition is an alliance of over 100 environmental, civic, and human service organizations, progressive utilities and businesses in Oregon, Washington, Idaho, Montana and British Columbia. Our mission is to advance clean, equitable, and affordable energy policies by leveraging our analytic expertise and convening a broad alliance of people and organizations. We envision the Northwest comprised of communities that benefit from a carbon-free energy system that equitably meets the needs of people and preserves the region's natural resources.

We promote the development of renewable energy, energy efficiency, consumer protection, equitable and affordable clean energy services for all consumers, and fish and wildlife restoration on the Columbia and Snake rivers. The Coalition is committed to advancing Justice, Equity, Diversity, and Inclusion (JEDI) and we are committed to addressing the harm that Black, Brown, and Indigenous (BBI) communities have endured due to the energy system, policies, and practices in the Northwest. We are mindful of the intersectional nature of race, economic wellbeing, and geography (urban/rural), and recognize that our commitment to racial justice will help with energy justice more broadly.

**Job description**

This position will analyze, develop and advance clean energy policies and programs that further the mission of the NW Energy Coalition, and has a key advocacy role in supporting utility clean energy transition under state policies. This position will advocate for strong utility planning and programs, and regulatory and policy drivers that support investment in energy efficiency, demand management, and distributed resources to provide clean and equitable energy solutions for the state and communities, with a particular focus on the policy and programs needed to decarbonize gas utilities. This position will work closely with the Coalition's existing members and allies and work to build new relationships to ensure that the voices of low-income consumers and communities of color are brought to the table and represented in energy policy and program decisions. This position will actively participate, with all staff, in diversity, equity and inclusion within the organization and our program work.

This position will report to the Policy Director.

**Principal duties and responsibilities**

- Represent the Coalition in regulatory, agency, legislative and utility proceedings

- Develop and initiate policy and program strategies that accelerate the use of customer resources including energy efficiency, managing energy usage, and community-based resources to ensure these efforts are affordable and equitable for all customers
- Advocate for durable and effective policies and programs in state and local regulatory, utility and policy proceedings that advance decarbonization of the energy system through submitting written comments, testifying at public hearings, and communicating directly with decisionmakers
- In collaboration with members and allies, analyze utility regulatory filings and advocate for smart and strategic investments by utilities.
- Serve on utility and government advisory committees, as appropriate
- Prepare position and policy papers; write articles and reports for Coalition publications
- Work with diverse Coalition members, environmental justice and community-based organizations to develop mutually supportive policy positions and nurture collaborative working relationships
- Respond to media inquiries as needed, with guidance from the Communications Coordinator and Policy Director
- Work collaboratively with Coalition staff, board and member organizations

### **Qualifications**

- At least 5+ years of experience in public policy and regulatory work or equivalent life experience; significant experience in the utility or energy policy world may qualify someone for a Senior role.
- Excellent relationship-building skills and the ability to engage with a wide variety of internal and external stakeholders.
- Strong analytical skills and ability to handle multiple projects and priorities.
- Strong written communication and public speaking skills, especially the ability to communicate effectively with a wide range of audiences.
- Knowledge of energy, environmental justice and climate issues.
- Proven ability to work collaboratively in a dynamic team environment.
- The ability to travel throughout the region.

### **Salary and benefits**

Salary \$65,000 to \$75,000 depending on experience. Excellent benefits include 100% employer paid medical, dental and vision insurance; four weeks paid vacation; 12 paid holidays; paid sick leave; paid family and medical leave; 401k plan and organizational match of up to 2% of annual salary; flexible work arrangements; and office space in downtown Seattle.

NWEC is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to age, ancestry, color, family or medical care leave, gender identity or expression, genetic information, marital status, medical condition, national origin, physical or mental disability, political affiliation, protected veteran status, race, religion, sex (including pregnancy), sexual orientation, or any other characteristic protected by applicable laws, regulations and ordinances. We also consider qualified applicants regardless of criminal

histories, consistent with legal requirements. If you need assistance and/or a reasonable accommodation due to a disability during the application or the recruiting process, please send a request.

This position is open until filled. Application review will begin April 7th. To help us efficiently process applications and ensure your application is received, please observe the following:

1. Please email a resume, cover letter, and a short writing sample (less than 2 pages) to Kat Plimpton at [kat@nwenergy.org](mailto:kat@nwenergy.org)
2. Make the subject line of your e-mail: "Your Full Name, Policy"
3. In your cover letter, please indicate where you learned about the position
4. In your cover letter, please indicate whether you think you should be considered for a Policy Associate or Senior Policy Associate role.