



Position Announcement

Director of Government Relations

Would you like to use your leadership skills and public policy acumen to protect redwood forests? Are you interested in designing advocacy strategies that advance equitable access to nature and outdoor recreation? If so, we have the right role for you as part of Sempervirens Fund's dynamic, collegial, and growing team.

About the Position

As the Director of Government Relations (Director) for Sempervirens, you will provide leadership, direction, and coordination in developing Sempervirens' policy agenda and implementing advocacy strategies that advance the organization's policy goals for redwood conservation in the Santa Cruz Mountains and equitable and inclusive public access to these forests. This includes working with agency leaders, and state and federal legislators, to secure public funding through appropriations and authorizations, agency grant programs, and other public funding sources to complete land acquisition and land stewardship projects. The Director will also engage deeply in select agency-led efforts such as the "Reimagining Big Basin Redwoods State Park" planning process directed by the California Department of Parks and Recreation. The Director will develop and maintain relationships with key decision-makers at all levels of government – including state and federal legislators, state and federal agencies, county supervisors representing Santa Cruz, San Mateo, and Santa Clara, and other local leaders, including California Native American Tribes, as well as a diverse array of partners and stakeholders. The Director will play a pivotal role within the Sempervirens' team by helping identify the organization's policy goals and matching them to policy and public funding opportunities that help ensure tangible conservation results.

The Director of Government Relations is a full-time, exempt senior position that reports to the Executive Director. It is a new position, reflecting the organization's plans for more significant engagement in the public policy and public funding arena. Sempervirens Fund's office is based in Mountain View, but our work spans the Santa Cruz Mountains (in Santa Cruz, San Mateo, and Santa Clara Counties). This position can work remote-from-home, but will require frequent meetings in Santa Cruz, Silicon Valley, the Santa Cruz Mountains, and sometimes, Sacramento. Travel to Washington, D.C. may also be necessary. There are periodic evening and weekend duties.

Sempervirens Fund and our Commitment to People and Equity

Sempervirens Fund is a non-profit land trust dedicated to protecting and permanently preserving redwood forests in the Santa Cruz Mountains and promoting welcoming and inclusive access to parks and other public lands. We believe the natural lands and waterways, as well as the communities of the Santa Cruz Mountains are at risk without healthy, resilient coast redwood forests. We also believe that all people should be able to access and enjoy these remarkable landscapes. If you are passionate about this and would like to help us realize these goals, become a member of our fun, impactful, and rewarding team. We are committed to an organizational culture that is welcoming, inclusive, and reflective of the diverse communities with which we work. We recruit and hire people who will bring considerations of equity, inclusion, and justice to our work. Sempervirens is an equal opportunity employer.

This might be the right job for you if you would enjoy:

- Developing a proactive, innovative policy agenda on a diverse array of issues, including public funding for conservation; land use and natural resource management; operations of the California State Park system; and equitable access to public lands. An immediate priority will be strategic engagement in the “Reimagining Big Basin Redwoods State Park” public planning process.
- Designing and implementing advocacy strategies – at the local, state, and federal levels – to advance our policy agenda:
 - 1) in the legislative and executive branches;
 - 2) through ballot measures and conservation bonds; and
 - 3) the pursuit of grants from public agencies to support our land acquisition and conservation stewardship work (this work is supported by a grant writer and grant manager).
- Maintaining close relationships and building coalitions with a network of elected officials, agency representatives, California Native American Tribes, non-profit partners, and other stakeholders.
- Communicating with land conservation practitioners to understand their policy and funding needs.
- Providing thought leadership, strategic guidance, and regular communications to internal and external partners on public policy matters, including priority-setting and guidance on how best to engage effectively in advocacy and the pursuit of public funding for conservation.
- Working in collaboration with the marketing/communications team, create policy-related content to communicate effectively with stakeholders, including the organization’s supporters and the public.
- Developing and overseeing the program’s budget and managing consultants/contractors that support our public policy efforts.

Skills and Knowledge

- Experience leading successful public policy, government affairs, community organizing and/or advocacy efforts (at least 5 years). A deep understanding of the public policy process, strategic advocacy and political savvy are required.
- Knowledge of land use, natural resource management, or other conservation policy issues, familiarity with public conservation grants, and land management agencies like California State Parks and the Bureau of Land Management are preferred.
- Ability to research and analyze public policy issues, anticipate emerging issues of importance, prioritize efforts, and position the organization to engage effectively.
- Proven track record building trusted networks and cultivating close working relationships with government representatives, elected officials, partners, and diverse stakeholders.
- Demonstrated success working collaboratively across departments with internal team members.
- Capacity to write and speak exceptionally clearly and persuasively on complex topics for a diverse audience of experts and non-experts.

Competencies

- Excellent interpersonal skills, careful listener, and a high level of diplomacy.
- Strong initiative, entrepreneurship, and persistent follow through.
- Pragmatic, adaptive, creative problem-solver.
- Organizational skills, including attention to detail and strong time management.
- Ability to design and implement complex, multi-year projects.

We Offer:

- A collaborative and supportive team environment
- A culture that emphasizes work-life balance
- Family-friendly policies
- Employer-paid medical, dental, vision, and life insurance for the employee
- Thirteen paid holidays per year
- Three weeks of vacation in the first year
- Twelve days of paid sick leave a year
- Employer retirement plan match of 6% of annual salary for the first five years and then 8% after that
- A remote-from-home work environment
- Access to Regus co-working spaces
- Cell phone and home internet stipend
- Professional development opportunities

Position Title:	Director of Government Relations
Reports to:	Executive Director
Location:	Greater San Francisco Bay Area with frequent day trips to Santa Cruz, Silicon Valley, the Santa Cruz Mountains, and Sacramento.
Salary Range:	\$ 100,000 - \$130,000
Position Classification:	Exempt
If this sounds like the right position for you:	<p>Please email a cover letter (including where you heard about the position) and resume to opportunity@sempervirens.org with the subject line "Your Name – Director of Government Relations." Your cover letter should be 500 words or less, and answer these two questions:</p> <ul style="list-style-type: none">• Describe a leadership role you played in a significant public policy, government affairs, community organizing or advocacy effort. Why are you proud of this?• What are the two most important lessons you have learned about being an effective advocate that you would bring to this position?
Application Deadline:	Materials will be accepted on a rolling basis until Tuesday, May 23 rd or until filled.