

Deputy Director of Policy

Remote

WHO WE ARE

Our global climate goals can only be met by rapidly reducing emissions *and* removing the carbon that already exists in our atmosphere. The Carbon Removal Alliance works to build a gigaton-scale carbon removal industry that is categorically good for the climate, economy, and people. Made up of more than 20 companies developing and deploying carbon removal technologies globally, we are the first industry-driven coalition committed to achieving gigaton scale with permanent, high quality solutions. Together, our members represent billions of dollars of investment in climate technologies and virtually all of the permanent carbon removal deployed globally to date. We focus on carbon removal projects that are permanent, additional, net-negative, verifiable, and center the needs of communities to ensure that co-benefits are maximized. We work to advance science-driven US federal policy that supports a portfolio of carbon removal technologies.

THE OPPORTUNITY

Overview

Carbon Removal Alliance is seeking an entrepreneurial Deputy Director of Policy who can work closely with the Executive Director and our members on our federal policy priorities. CRA is a new and growing organization, and this newly-created position will have a unique opportunity to shape the role and perspective of the organization in the policy space. Key priorities in the first year of the role include developing the strategy and vision for CRA's policy agenda, building deep relationships with CRA members to bring high-value policy expertise, and deepening CRA's reputation as a go-to educational resource for Congress and the Administration around carbon removal strategies and technologies. This position can be based anywhere in the US, with a preference for New York City or Washington, DC. The candidate should expect regular travel to Washington, DC.

Major Roles + Responsibilities

- Co-develop CRA's federal policy strategy, in collaboration with CRA's Executive Director, by identifying gaps and opportunities in the carbon removal policy landscape
- Collaborate with and expand the capacity of 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 to seize strategic opportunities
- 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

WHO YOU ARE

The incoming Deputy Director of Policy believes deeply in our mission. They have experience in US federal policy and a proven track record of working with Congress and the Administration and a clear understanding of the complexities of the federal government. The candidate should see the promise of carbon removal technologies and have experience translating and synthesizing technical information into policy recommendations while building durable and authentic relationships with Congressional and Agency staff.

CRA 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.

The Deputy Director of Policy joins a deeply committed team – including staff, board, and consultants – with a track record of success in carbon removal approaches and policy acumen. The ideal candidate is entrepreneurial and excited about the prospect of building something new in the climate movement from the ground up. They have the experience of being part of setting vision, establishing, and scaling successful programs with creativity, humility, and an expectation of continual learning. The selected candidate will also possess most of the following *Core* and *Preferred* qualifications and characteristics:

Core:

- **You're an advocate.** You've led policy campaigns to success, utilizing a variety of inside and outside tactics (eg. Hill meetings, events, briefings, coalition building). You know how to design a winning effort and that policy change can take time. You bring a **balanced combination of tenacity and patience** to the process, celebrating wins along the way, building momentum, and keeping your eye on the long-game. Because of your policy know-how and outstanding relationships, you can see and seize opportunities for progress and impact.

- **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 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 high impact, low-ego, and kind to yourself and others.** We're a small and highly collaborative team where each of us work independently and together. We give and receive compassionate feedback in order to advance the most strategic approaches. We embrace the spirit of possibilities and the belief that we can all stretch to achieve ambitious results.

Preferred:

- Proven track record (6+ years) working on carbon removal, climate, science, or related policy issues
- Strong network of policy allies you can rely on, including with ENGOs, Congressional staff, and agency staff
- Familiarity with the federal appropriations process
- Experience managing and working across diverse stakeholders, particularly in a membership-based context (eg, non-traditional trade association, network or alliance)
- Prior start-up experience as an early team member in a growing organization

COMPENSATION + BENEFITS + PERKS

Carbon Removal Alliance is committed to providing highly competitive compensation and benefits to our team. The salary range for this position is \$155,000 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

TO APPLY

To apply for the Deputy Director of Policy role, please submit to cathy_advisor@theadhocgroup.com:

- Resume
- Brief policy writing sample for a Hill audience (eg., blog post, 2-pager or policy brief)
- Brief cover letter answering the following questions:
 - 1) What motivates you to apply your time, skills and expertise on climate?
 - 2) Share an example of a favorable policy outcome you took through a full cycle – what was your approach and what kind of coalition was built to support it? What did you learn from the experience that you'd bring with you to CRA?

Applications will be reviewed on a rolling basis. If you have any questions or need a reasonable accommodation during the application or interview process, please email us at: cathy_advisor@theadhocgroup.com.

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.