



State Policy and Equity Advocate

Position Description

ORGANIZATIONAL BACKGROUND

The National Housing Trust (NHT) is a strong national nonprofit engaged in affordable housing advocacy, lending, real estate development and energy solutions. Our mission is to preserve and improve affordable multifamily homes to support quality, healthy neighborhoods with a range of housing options so that families of all income levels have an opportunity to thrive.

NHT is an award-winning nonprofit with a focused agenda. The ideal applicant thrives in a fast-paced environment, working with dedicated and entrepreneurial colleagues. NHT has a staff of 30 across its four business lines – public policy, lending (NHT Community Development Fund and Institute for Community Economics), real estate development (NHT Communities) and energy solutions (NHT Renewable).

NHT is a founding partner of Energy Efficiency for All (EEFA), a partnership of NHT, Elevate Energy, the Natural Resources Defense Council (NRDC), and the Energy Foundation (EF). EEFA unites people from diverse sectors and backgrounds to ensure that marginalized people in under-invested communities – particularly black, Latinx, and other communities of color – equitably benefit from the health, economic, and environmental advantages of energy-efficient affordable housing.

EEFA builds power to change policies and practices by seeding and supporting coalitions in 12 states. State coalitions include a variety of housing, health, energy efficiency, environmental, and community advocacy organizations that have not typically worked together in the past. Together, our coalition partners work to ensure that utility, state, local, and federal entities provide equitable investment in affordable multifamily homes; advance proven best practices; and advocate for policy solutions. EEFA seeks to center racial equity in our work. An Equity Working Group (EWG) within EEFA strives to both understand and address the causes of racial injustice to better work together with the communities that are centered in our work.

POSITION

This is an exciting opportunity for a coalition-builder interested in working at the intersection of affordable housing policy, environmental policy, and racial equity. The State Policy and Equity Advocate has two primary roles: (1) co-lead of EEFA state policy advocacy and coalition-building in Maryland and Pennsylvania; and (2) co-lead of EEFA's Equity Working Group.

Essential to success will be the ability to build and support coalitions with a diverse set of partners and have a strong interest in advancing racial equity. The Advocate will work in collaboration with EEFA national partner organizations to oversee and manage state coalitions in Maryland and Pennsylvania and advance state policies and programs that will lead to more energy-efficient affordable multifamily housing and co-lead development of and implement EEFA's racial equity framework.



RESPONSIBILITIES

Coalition-Building:

- Support coalition partners to achieve policy priorities and develop and implement state coalition strategies.
- Build and maintain relationships with coalition members.
- Support recruitment of additional coalition members if necessary.
- Manage coalition communications including regular calls and in-person meetings.
- Ensure that coalition guidelines, including principles of participation and collaboration expectations and culture, are followed.
- Build relationships with affordable housing property managers and owners.

Policy Advocacy:

- Engage utilities and associated state agencies and public utility commissions, in close coordination with our partners, to develop and secure funding for utility programs.
- Develop and advocate for energy efficiency and affordable housing policy and program recommendations.
- Educate stakeholders about the challenges and benefits of more efficient affordable housing.

Equity Leadership:

- Develop a strategic plan for EEFA's racial equity work including setting racial equity goals and metrics for EEFA.
- Ensure the successful delivery of the Equity Working Group Work Plan.
- Manage EEFA's relationship with equity consultants.
- Organize, set agendas, and facilitate working group calls.
- Introduce and test racial equity toolset developed in 2019 in three state coalitions and clarify and codify EEFA's approach to racial equity through the launch of a complete coalition toolset with explicit guidance on implementation and progress checks.
- Engage with EEFA coalitions as a thought partner and resource-sharer as coalitions set and implement racial equity goals.

DOES THIS SOUND LIKE YOU?

This is an excellent opportunity for a committed leader with at least 3 years of policy advocacy and coalition-building experience. Candidates will ideally have experience in affordable housing. Familiarity with the energy efficiency sector and affiliated groups and agencies is beneficial but not a prerequisite. Commitment to centering racial equity in this work is essential. Other qualifications include:

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- Commitment to NHT’s mission, including a deep dedication to assisting low income families create and access opportunities to thrive;
 - Enthusiasm for making affordable housing more sustainable for future generations;
 - Excellent interpersonal, organizational and communications skills, including both verbal and written skills;
 - Detail-oriented, entrepreneurial self-starter who relishes multitasking;
 - Resourcefulness, with the ability to deliver results in an entrepreneurial, dynamic environment;
 - Demonstrated success building relationships, leveraging community partnerships and working collaboratively with staff and outside partners;
 - Willingness and ability to travel several times per year;
 - Excellent planning and organization skills;
 - Ability to integrate thoroughness and attention to details with a big picture, strategic vision;
 - Collaborative spirit and positive attitude (a good sense of humor is a plus).

COMPENSATION

Salary and benefits are competitive and commensurate with experience.

JOIN US

Submit resume and cover letter to hr@nhtinc.org. Please write “State Policy and Equity Advocate Application” in the subject line of the email. No phone calls.

NHT is an equal opportunity employer.