



Job Title: Director of Policy and Advocacy

Job Type: W2 employee

Start Date: December 1, 2024

Location: Remote

Travel: 1-2x per month

Salary: Starting around \$120,000, depending on skills and qualifications. Negotiations may be triggered dependent on qualifications.

Benefits: This position will have a comprehensive benefits plan that is competitive with the non-profit sector. This package includes health, dental, and vision insurance, a retirement savings plan with employer matching, and continuing education allowances. Additionally, we offer flexible work hours to support work-life balance.

About MTERA: The Midwest Tribal Energy Resources Association (MTERA) is a non-profit intertribal organization comprised of Midwest Tribes. We are planning and pursuing innovative Tribal energy projects that respect the sovereignty and unique culture of individual Member Tribes, while leveraging the collective strength and resources of all Midwest Tribes.

Job Summary: MTERA was awarded a \$62M EPA Solar for All award to plan and deploy residential and community solar projects for the benefit of the 36 Tribal Nations located in Michigan, Minnesota, and Wisconsin. Many local, utility, state, and federal policies will shape the types of projects that Tribes may choose to build under this program, and may prevent the construction of optimal projects. This position will help to unlock optimal projects for Tribes, and will play a key role in leveraging Solar for All funding to support Tribes in exercising energy sovereignty.

In addition to on-the-ground support for policy work related to Solar for All, MTERA's existing Solar for All and Community Change programs provide an important platform for MTERA to contribute to and shape national conversations on Tribal energy, involving collaboration with MTERA partners.

MTERA is seeking an experienced Director of Policy and Advocacy to lead policy-related work for the Solar for All program, working with Tribes to mitigate local, utility, and state level restrictions to unlock optimal projects, as well as contributing MTERA's voice to national conversations on Tribal energy policy. Please see the following document, *Addressing Regulatory Challenges to Tribal Solar Development*, (<https://www.nrel.gov/docs/fy23osti/85741.pdf>), for more context on the challenges this position will seek to address.

This role will work collaboratively with the Director of Tribal Energy Programs and Solar for All staff, and will directly report to the Executive Director. This role involves overseeing complex projects with many Tribes, managing key partnerships with external organizations, and driving sustainable energy policy solutions. The anticipated start date for this role is December 1, 2024.



Skills: The responsibilities will include both project planning, program management, and project execution engagements, and will require the following skills:

- Strong ability to research and analyze complex policies and legislation, assessing their impact on Tribal communities and energy initiatives
- Ability to create and implement long-term advocacy plans that align with MTERA goals and community needs
- Ability to navigate changing political landscapes and adapt strategies accordingly
- Excellent skills in building and maintaining effective relationships with Tribal leaders, policymakers, community organizations, MTERA partners, and other stakeholders
- Exceptional verbal and written communication skills, with the capacity to convey complex ideas clearly and persuasively
- Proficient in negotiation and conflict resolution, able to advocate effectively for Tribal interests
- Strong organizational skills to manage multiple projects and initiatives simultaneously
- Confident public speaker, comfortable presenting to diverse audiences, including Tribal councils and legislative bodies
- Understanding of Tribal governance, cultures, and histories
- Familiarity of and experience with policy related to exercising Tribal sovereignty

Summary of Responsibilities: The primary responsibilities are as follows:

- Research, analyze, and develop policy recommendations to guide the development of optimal solar projects under the Solar for All award
- Support individual Tribes in writing their own energy-related policies or alternative paths to exercise Tribal sovereignty to achieve energy goals
- Support individual Tribes in conversations with utilities to ensure optimal projects can be built
- Design and execute advocacy strategies to influence local, state, and federal energy policies and programs to ensure the interests of Midwest Tribes are represented
- Build and maintain relationships with Tribal leaders, policymakers, regulatory agencies, and community organizations to foster collaboration and support for energy initiatives
- Monitor relevant legislation, regulations, and initiatives at various levels of government, providing analysis and recommendations to MTERA leadership
- Collaborate with other MTERA departments to identify funding opportunities, write grant proposals, and support fundraising efforts related to MTERA policy and advocacy initiatives
- Develop and execute fundraising strategies to support advocacy initiatives

Qualifications:

- Bachelor's degree in relevant fields, Master's degree preferred
- 5+ years of experience in policy analysis, advocacy, or a related role, preferably in the Tribal energy sector, or equivalent education
- Strong understanding of Tribal governance, history, and sovereignty
- Knowledge of renewable energy technologies and market trends



- Understanding of and/or experience working with Tribes

Application Process:

Please visit the following link to apply: <https://forms.gle/CSRr8sDnbsCLL5EW6>

If you have issues accessing the form, please email Vanessa Farley at vanessa.farley@mtera.org with a cover letter, resume, and three references.

Only shortlisted candidates will be contacted for an interview.