



**Leadership Counsel for Justice and Accountability,  
a Project of the Tides Center**

**Leadership Counsel for Justice and Accountability (LCJA)** fundamentally shifts the dynamics that have created stark inequalities in California's low income, rural regions. Based in the agriculturally rich San Joaquin and East Coachella Valley's we work *alongside the most impacted communities to advocate for sound policy and eradicate injustice to secure equal access to opportunity regardless of wealth, race, income, and place.*

Our experience in rural regions of California has taught us that as long as the most vulnerable populations remain silent and silenced environmental degradation will continue, infrastructure will crumble, and the most basic of services and amenities will remain beyond the reach for those in need. And, state policies will continue to further disadvantage low income, rural communities through funding formulas and eligibility criteria that favor wealthier regions.

Through our team of community organizers, policy advocates and attorneys we ensure that historically disadvantaged communities share in the benefits of growth and investment. In particular we aim to impact land use and transportation planning, public investment priorities, environmental policy, and promote the provision of basic infrastructure and services

In partnership and collaboration with local and statewide advocates, **Leadership Counsel for Justice and Accountability** works to reverse trends that have reigned throughout our history and will systematically and comprehensively eliminate the inequality and deficiencies that plague this state.

***We are seeking two full time Policy Advocates to be based in Fresno. Please see attached job description. If you are interested in applying please submit a cover letter and resume to Veronica Garibay at [vgaribay@leadershipcounsel.org](mailto:vgaribay@leadershipcounsel.org). The position will remain open until filled.***



Job Title: Policy Advocate

Reports to: Co-Directors

Job Status: Exempt

Location: Fresno

**POSITION SUMMARY:**

The Policy Advocate is an exempt position. Exempt employees are expected to work the appropriate and necessary time in order to complete key assignments and related tasks on schedule.

The Policy Advocate will be primarily responsible for working alongside community residents, conducting community education, and developing local, regional and state level advocacy campaigns to improve conditions in California’s rural communities. The Policy Advocate will also be responsible for conducting research and analysis of proposed and existing policies at all levels of government to support resident advocacy efforts.

**ESSENTIAL DUTIES AND RESPONSIBILITIES:**

- Develop relationships with governmental agencies, non-governmental agencies, community based organizations, community members, academic institutions, and other relevant stakeholders
  - Develop relationships with media outlets
  - Attend relevant meetings and participate in coalitions, networks, etc.
  - Speak on behalf of Leadership Council at community events, conferences, convenings, etc.
- In collaboration with Co-Directors, develop and implement an advocacy agenda in the region
  - Identify priorities and targets for change
  - Develop and implement a strategy to address prioritized targets
  - Develop and communicate comments to advance regulatory advocacy
  - Attend hearings, conferences and related meetings to support Leadership Council priorities
  - Collaborate with local, state, and national partners to further advocacy goals
- Develop and maintain content area expertise related to local government, environmental law, and other substantive areas as identified by Co-Directors

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- In collaboration with Co-Directors, develop a research agenda designed to further advocacy goals
- Develop relationships with universities and other research institutions
- Lead community education and organizing efforts in the San Joaquin Valley
  - Develop curriculum for education and organizing
  - Develop relationships with community residents and agency partners
  - Develop advocacy plan in collaboration with staff and community partners
  - Coordinate and attend community events
- Author and co-author relevant reports and studies in collaboration with co-directors
- Represent LCJA in local, state, and national level conferences to further organizational mission and goals

**OTHER DUTIES AND RESPONSIBILITIES:**

- Other duties as identified by Co-Directors and advisory committee
- Administrative duties
  - Maintain time records of all activities as directed by co-directors
  - Maintain files in accordance with office policies

**EDUCATION AND EXPERIENCE:**

- Bachelor Degree or comparable experience
- 1-2 years of demonstrated experience working with and on behalf of low income regions of the State
- 2-3 years of demonstrated knowledge of social justice issues impacting low income rural communities

**KNOWLEDGE, SKILLS AND ABILITIES:**

- Ability to work regular evening and weekend hours
- Ability to travel within the State of California including throughout California and 1-2 times out of state
- Computer skills including Microsoft Office Suite and Google Office Suite
- Excellent verbal and writing skills
- Bilingual in English and Spanish
- Access to personal vehicle and insurance coverage
- Comfortable with working with residents and organizations from diverse backgrounds

**ORGANIZATIONAL RELATIONSHIPS:**

Clients, community partners, community based organizations, government officials, researchers

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**PHYSICAL DEMANDS:**

Ability to drive frequently to community meetings, hearings, conferences and other related activities, ability to conduct door-to-door outreach and conduct meetings, lifting materials and supplies such as chairs, easels, tables. Typically these will weigh 30 pounds or less. Position involves sitting at a desk and working on a computer for a majority of the work day

**WORK ENVIRONMENT**

Shared office space with one other staff member. Out-of-office meetings both meetings in other offices, in community centers, in homes and outside.

Leadership Counsel for Justice and Accountability, a project of Tides Center, is an “at- will” and equal opportunity employer. Applicants and employees shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, mental or physical disability, sexual orientation, gender (including pregnancy and gender expression) identity, color, marital status, veteran status, medical condition, or any other classification protected by federal, state, or local law or ordinance.

Reasonable accommodation will be made so that qualified disabled applicants may participate in the application process. Please advise in writing of special needs at the time of application.