



POSITION ANNOUNCEMENT: Maryland Director

Chesapeake Climate Action Network seeks an experienced and passionate campaigner to lead our advocacy strategies in Maryland.

The Maryland Director provides strategic leadership for Maryland's policy advocacy and grassroots movement building to advance climate solutions and mitigate the impacts of climate change. The Director will lead internal coordination to ensure a cohesive and effective legislative presence and serve as our primary lobbyist in Annapolis. The Director supervises the Maryland Field team's year-round community organizing and grassroots power-building efforts.

About Us

Chesapeake Climate Action Network (CCAN) is the only group in the Chesapeake region of Maryland, Virginia, and Washington D.C. dedicated exclusively to building a powerful grassroots movement to fight climate change. We envision an equitable energy future free from fossil fuels, where truly clean power sources — efficiency, solar, and wind — sustain every aspect of our lives.

About the Position

The Maryland Director will have the skills, passion, and commitment to tackle the biggest problems facing our planet in a region particularly vulnerable to its impacts. We seek a resilient, creative, and strategic problem-solver to join our team. The ideal candidate will see opportunities to build relationships, inspire mobilization, and urge faster and more equitable change to address the climate crisis. They are energized by empowering others and look to put their creativity to work.

What You Will Do

Campaign Management

- Plan and implement effective long- and short-term campaigns to build a diverse and impactful climate movement in Maryland.
- Manage the Maryland team and coordinate across departments to ensure cohesive and effective messaging and mobilization.
- Serve as our primary liaison in formal or informal coalitions working on energy and climate issues and build new coalitions as needed.

Maryland Policy and Lobbying

- Develop and maintain expertise in Maryland climate policy and lead our legislative advocacy, often in concert with CCAN Action Fund.
- Determine policy priorities, draft bills, and directly advocate for state legislation.
- Develop relationships with Maryland leaders in Annapolis and their districts.
- Follow federal and state politics and policies closely as they develop, conducting necessary research and development for current and upcoming policy initiatives.



Organizing Support and Management

- Directly supervise the Grassroots Coordinator and Baltimore Organizer, setting clear goals and supporting their efforts to develop a robust volunteer network in Maryland.
- Support organizing meetings, town halls, or other events to educate our base on our current campaigns.

Communications

- Work with the Communications Director to craft campaign messaging and strategy for media releases and email action alerts.
- Serve as a spokesperson for media events.
- Coordinate with the communications team on media coverage, materials development, and website content.

Qualifications

- Commitment to the mission of fighting climate change and promoting environmental justice.
- Racial justice and equity analysis; able to consider intersectional outcomes of policy and campaign opportunities and experience working across differences in identity and experience.
- Two to three years of state house experience as a lobbyist or legislative staff member. Experience in the Maryland General Assembly is a plus.
- At least one year of staff management experience.
- Experience planning and executing advocacy campaigns, including power mapping, setting measurable goals, and working with coalitions and partners. Organizing experience is a plus!
- Able to manage multiple projects and prioritize measurable results.

The Details

This full-time, salaried position is exempt from overtime. The Maryland Director reports to the Deputy Director.

The salary for the Maryland Director will range from \$79,000 to \$85,000 per year, commensurate with experience. We provide a generous benefits package, including health insurance, dental and vision coverage, four weeks' paid vacation, and a retirement plan with a 4% employer matching contribution after one year on staff.

This is a hybrid position. Candidates should live in or be willing to relocate to Maryland. The Maryland Director will work two days per week from our office in Takoma Park, with the option to work from home the rest of the week. From January through April, during the legislative session, the Maryland Director will work in Annapolis.



Occasional evening and weekend work and infrequent travel within the state are expected for this position.

How to Apply:

[Please complete the Google form application](#), where you will answer a series of short questions and submit a resume. We will accept applications until the position is filled, with priority consideration given to applications received by May 15, 2024.

The interview process will consist of a phone interview, a panel interview over Zoom, and a skills test. Our target start date is July 15, 2024.

Don't meet every single requirement? Studies have shown that women and people of color are less likely to apply for jobs unless they meet every single qualification. We are dedicated to building a diverse, inclusive, and authentic workplace; therefore, if you're excited about this role but your experience doesn't align perfectly with every qualification in the job description, we encourage you to apply! You might be the perfect candidate for this or another role at CCAN.

Equal Employment Opportunity CCAN provides equal employment opportunities to all employees and applicants and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.