



Title: Early Childhood Policy Manager
Employment type: Full-time, Exempt
Salary Range: \$50,000 -\$60,000
Program area: Policy
Reports to: Senior Policy Manager

**OneAmerica is an Equal Opportunity Employer.
We strongly encourage women, people of color, people
with disabilities, and LGBTQ candidates to apply.**

OneAmerica is a Seattle-based nonprofit whose mission is to *advance the fundamental principles of democracy and justice by building power in immigrant communities.*

OneAmerica was established in 2001 by U.S. Representative Pramila Jayapal and has since grown to become a locally and nationally recognized leader in advancing immigrant, civil, and human rights. We utilize grassroots organizing, policy advocacy, and civic/electoral engagement to promote justice in three areas: immigration, education and early learning, and democracy. Our family of organizations consists of **OneAmerica** (501(c)3), **OneAmerica Votes** (501(c)4), **OneAmerica Votes Justice Fund** (state PAC), and **OAV Justice for All PAC** (federal PAC).

OneAmerica is a vibrant and growing power-building organization that is committed to driving progressive social and political change for immigrants and refugees in Washington state. Our political strategy centers grassroots organizing, ensuring that we are building the broad and inclusive leadership of our communities to drive change. Given Washington state's current political climate and the momentum of years of important victories led by our members and partners, Washington is poised to lead the nation in bold policy and social change that will ensure immigrant communities thrive. At OneAmerica we strive to build a culture of co-governance both inside and outside our organization: centering leaders who are most impacted by systemic oppression to identify and move strategic solutions. We work to hold our elected leaders accountable to this model of governance as well.

OneAmerica's Early Childhood strategy utilizes immigrant and cross-racial organizing to develop policies that center the experiences of those most impacted in Washington's education systems.

SUMMARY

OneAmerica is seeking an Early Childhood Policy Manager to drive and implement the organization's newly expanded state-based early childhood advocacy agenda. The Early Childhood Policy Manager will play a key role in OneAmerica's mission by building the organization's expertise and influence to identify, analyze, advocate for, and win equitable, policies rooted in racial equity for all children in Washington state. Working in close collaboration with members of the early childhood campaign team, the Early Childhood Policy Manager will effectively drive priorities that emerge at the nexus of OneAmerica's grassroots and grasstops strategies.

The Early Childhood Policy Manager will report to the Senior Policy Manager and will be responsible for developing and analyzing OneAmerica's Early Childhood policy priorities among elected officials, public agency leadership, grassroots leaders and other partner agencies. Working in close collaboration with the Education Coalition Manager, Early Learning Organizer and OneAmerica's Early Childhood fellows, the Early Childhood Policy Manager will effectively translate priorities from OneAmerica's base of leaders as part of co-leading the early learning campaign team to ensure that these are reflected in policy solutions. This position will work at the intersection of immigration and early childhood policy.

The ideal candidate will be a savvy policy professional who is able to anticipate opportunities and roadblocks and effectively strategize a path forward. Leading with a strong racial equity and power analysis, this person will bring a disciplined and creative spirit to the work, centering relationships while also driving accountability of elected and public officials. This position is based in our Seattle, WA office but will include frequent travel to Olympia, WA, particularly during legislative session.

RESPONSIBILITIES

Lead OneAmerica's Early Childhood Policy Agenda (50%)

- Oversee OneAmerica's Early Childhood legislative work, merging and aligning the interests of the organization's base of leaders, Early Childhood fellows, Coalition members, and other partners. This position will also co-lead the early learning campaign team along with the Early Learning organizer and in collaboration with the Early Learning Fellowship Manager.
- Initiate meetings and represent OneAmerica's Early Childhood Policy interests among coalition partners, agency representatives, and legislative staff and members in Washington state.
- Build, track, and advance OneAmerica's progress toward specific policy goals – simultaneously driving both short and long-term priority issues.
- Work in partnership with other key allies in formal and informal ways, strengthening opportunities for collaboration and shared power and influence.

- Build deep, authentic, and meaningful relationships with legislators, allied lobbyists, and public agency staff that engenders trust and honest communication, supporting the possibility of co-developed solutions and enhanced accountability to OneAmerica's base.

Organizing Integration and Team Collaboration (20%)

- Work in close partnership with the Senior Policy Manager and other key staff to manage the integration of policy priorities with OneAmerica's organizing strategy and campaigns.
- Facilitate and provide support for emerging leaders to testify, participate in events, and advocate on key issue areas.
- Provide relevant policy support and training on policy processes and legislation to base communities, fellows, and coalition members.

Research, Analysis, and Bill Tracking (15%)

- Effectively manage and communicate progress on key legislation to OneAmerica staff and members, engaging leaders in opportunities to deepen their understanding of policy processes.
- Work with legislative and agency staff to develop strong content understanding and historical context on key issues to inform policy strategy and methodology.
- Efficiently research potential policy approaches used in different geographic or political contexts; Build capacity for OneAmerica to advance creative and innovative policy solutions.

Public Speaking and Community Relations (10%)

- Testify before the legislature on key advocacy issues, representing OneAmerica's position and interests.
- Periodically provide reflections for media or other public outlets on key legislation or issues.

QUALIFICATIONS & ATTRIBUTES

OneAmerica is seeking candidates who are both relationship builders and policy wonks. Individuals who have a deep love for policy and an ability to quickly develop early childhood content expertise and centering the voices of those most impacted in policy would thrive in this role. While no one candidate will embody all the qualifications below, our ideal candidate would bring:

- A strong orientation to racial justice and organizing, with a commitment to build power in immigrant and refugee communities by leading with relationships.
- Demonstrated success crafting, advancing, and passing significant policy agendas and legislative victories.

- Three or more years' work/education experience in policy advocacy, coalition development, policy analysis, or relevant political work.
- Previous experience in Washington state policy ecosystems related to immigration, education, early childhood, social services, housing, health, or related areas.
- A “can-do” spirit of self-motivation, resilience, and relentless optimism.
- Emotional maturity in navigating and resolving tension in political dynamics; an ability to hold and nurture the value of relationships regardless of shared beliefs/perspectives.
- A capacity to be planful and detail-oriented while also being willing and able to quickly pivot when political/policy windows become available.
- Strong written and verbal communication, active listening, and relationship-building skills.
- An ability to strategically prioritize communication and action within a fast-paced and evolving environment while effectively engaging others in sharing the work.
- Willingness to accommodate community-based scheduling needs such as evening and weekend meetings.
- Access to a reliable vehicle and a valid Washington State driver's license required. Willingness to travel throughout Washington State and nationally on occasion.
- Bilingual or multilingual assets and capacity.

COMPENSATION & BENEFITS

- Salary range is \$56,000 - \$61,000 depending on qualifications and experience.
- Comprehensive health insurance coverage, vision, dental, life insurance coverage, short- and long-term disability.
- 403(b) retirement plan, 5 weeks paid time off, paid family leave, ORCA transit card or vehicle stipend, and opportunities for sabbatical.
- OneAmerica is committed to employee growth and advancement, including professional development investments.

TO APPLY

OneAmerica is an Equal Opportunity Employer. We strongly encourage women, people of color, people with disabilities, and LGBTQ candidates to apply. Please send your resume and cover letter to jobs@weareoneamerica.org with the subject line “Early Childhood Policy Manager.” Your cover letter should describe your passion for building power in immigrant communities. Due to the pace of OneAmerica's campaign development, candidates are encouraged to apply as soon as possible for priority consideration. Please visit our website at weareoneamerica.org to learn more about OneAmerica.