



LEADERSHIP PROFILE

VP of Electoral Strategies
Washington, D.C.

A Compelling Opportunity

For over 50 years, Earthjustice has stood as the nation's most effective environmental public-interest law organization, wielding the power of the law to protect wild spaces, defend clean air and water, and safeguard the future of all living beings. From courtrooms to public utility commissions to the steps of the Supreme Court, Earthjustice has won hundreds of precedent-setting victories that have shaped environmental protection across America. Behind every major environmental win, you will find Earthjustice—but the fight for environmental justice and climate action requires more than legal victories alone.

That's why in 2017, Earthjustice Action (EJA) was born as a complementary 501(c)(4) organization, extending the fight beyond the courtroom and into the halls of power where laws are written and leaders are elected. While Earthjustice wields the law as its weapon, Earthjustice Action builds the political power to strengthen those laws and create new ones. Its mission is to forge the partnerships, coalitions, and grassroots movements necessary to pass robust environmental legislation, ensure a fair and independent judiciary that will uphold environmental protections, and elect visionary leaders who will champion our shared future. Through direct and grassroots lobbying, strategic public awareness campaigns, and targeted electoral advocacy, Earthjustice Action transforms legal precedents into lasting political change.

In just eight years, Earthjustice Action has evolved into a dynamic \$6+ million organization with a dedicated team and expanding influence. In partnership with dozens of organizations and coalitions, EJA's campaigns reached over 43 million people over the last three years. Its work helped drive major changes, such as the Inflation Reduction Act's \$391 billion commitment to clean energy, environmental justice, and climate

In 2017, Earthjustice Action (EJA) was born as a complementary 501(c)(4) organization, extending the fight beyond the courtroom and into the halls of power where laws are written and leaders are elected.





Working in close coordination with EJA's President, EJA's Political Director, and the Vice President of Policy and Legislation, the VP will set election strategy and build the infrastructure to transform EJA into a sustained political force.

solutions. Earthjustice Action has become a political force that can secure fairer courts and stronger laws. As the current Administration looks to reverse many environmental gains, EJA must rapidly expand and deepen its reach.

We expect Earthjustice Action to grow substantially in terms of budget in the coming years, and to deliver more impact as well. EJA will open a critical next chapter in environmental advocacy: one that fortifies courtroom victories with political will, and where the law and leadership work hand in hand to secure a livable planet for generations to come.

Earthjustice Action seeks a seasoned and visionary C4 leader to shape this next phase of growth in scale, profile, and impact. This role demands more than management—it calls for a team-oriented strategist capable of crafting a bold vision while simultaneously collaborating with Earthjustice leaders to develop the infrastructure, systems, and capacity to turn that vision into reality. The ideal leader will position Earthjustice Action to confront today's environmental crises with the scale, agility, and political influence they require.

The Mandate

The VP of Electoral Strategies will lead Earthjustice Action's election work with the full backing of the Board and President to "use the maximum ability allowed under the law to assert Earthjustice's interests." Working in close coordination with the President, EJA's Political Director, and the Vice President of Policy and Legislation, the VP will set election strategy and build the infrastructure to transform EJA into a sustained political force. This role will leverage Earthjustice's expertise and resources while partnering closely with communications and development teams.

The VP will also oversee EJA's execution of multiple tactics—including voter education, registration, GOTV, and electioneering communications—while

managing the organization's electoral fundraising, budgeting, and compliance functions. As the primary liaison to the EJA Board of Trustees and one of EJA's lead fundraisers, the VP will partner with dedicated development staff to secure resources for this work.

The VP will initially supervise two dedicated EJA staff members plus contractors supporting voter education, GOTV, and related election activities. The VP will also grow the team and its capacity to scale impact cycle after cycle—transforming electoral strategy from tactical response into sustained political power.

Key responsibilities include:

Strategic Leadership

- Work with senior program staff, including President, Political Director, and VP of Policy and Legislation (PAL), to develop EJA's long- and near-term goals and objectives, and to identify election-related strategies for achieving them.
- Establish metrics to gauge progress and drive accountability.
- Partner with PAL, Development, and Communications staff to define EJA's brand and role in the broader ecosystem of progressive advocacy NGOs.

Operational Leadership

- Develop plans, processes, budgets, and workflows necessary to carry out EJA's strategy.
- Define roles and responsibilities for core EJA staff as well as other program staff supporting EJA's election-related activities.
- Supervise establishment and operation of EJA political accounts and/or entities as needed to carry out the organization's plans. This could include establishment and operation of federal and state-level political action committees.



The VP will initially supervise two dedicated EJA staff members plus contractors supporting voter education, GOTV, and related election activities.



A key responsibility of the VP includes upholding Earthjustice Action's mission and values by fostering a respectful, inclusive, and collaborative work environment, providing clear direction and feedback, and promoting a culture of learning for all team members.

- Ensure proper coordination of work by core EJA team members, other program staff, and the Finance, Development, Communications, and General Counsel departments.

Board Relations, Membership, and Fundraising

- Collaborate with EJA's President, VP of PAL, and EJA's Board team to facilitate EJA Board governance by planning and executing EJA Board meetings, delivering written and oral board reports, and identifying new board members.
- Collaborate with Development and Communications staff to build EJA's membership base and membership donations.
- Collaborate with Development staff to cultivate financial support from major institutional and individual donors.

Management

- Supervise the Political Director and Deputy Director; recruit, hire, and supervise additional staff as needed.
- Uphold Earthjustice Action's mission and values by fostering a respectful, inclusive, and collaborative work environment, providing clear direction and feedback, and promoting a culture of learning for all team members.
- Oversee the budgeting, administrative, and personnel management of the team, ensuring that all functions meet organizational policies and standards.
- Actively pursue professional development and contribute to a culture of learning by building skills and sharing knowledge.

Compliance Assurance

- Partner with General Counsel, external counsel, and external contractors to ensure that EJA complies with all applicable laws at all times.

The Candidate

The ideal candidate is an experienced C4 leader who has grown and scaled an electoral advocacy program or organization. This individual will be competent, confident, and highly team-oriented. Specific requirements include:

- Experience building and operating C3, C4, and PAC structures.
- Understanding of laws governing the work of 501(c)(3) and (c)(4) organizations, and experience interpreting and maintaining compliance with those laws.
- Experience building and executing voter education, GOTV, and electoral campaigns.
- Experience hiring, supervising, and developing staff.
- Experience, desire, and cultural competence to work with employees and partners with diverse backgrounds, and to promote equity in workplace interactions.
- Financial management experience, including experience building and tracking budgets.
- Management skills including the ability to: foster growth through mentorship; communicate effectively; provide constructive feedback; and develop teams to reflect organizational needs.
- Excellent written and oral communication skills.
- Excellent emotional intelligence and interpersonal skills.
- At least 10 years of relevant experience.
- College degree preferred.



The ideal candidate is an experienced C4 leader who has grown and scaled an electoral advocacy program or organization. This individual will be competent, confident, and highly team-oriented.



Earthjustice Action fills a critical gap in the environmental sector by carrying out lobbying and electoral campaigns aimed at securing fair and independent judiciaries at the federal and state level.

The Organization

Earthjustice Action was founded in 2017 in response to an aggressively anti-environmental federal administration and Congress. Its founders recognized that fair courts and strong laws are essential in legal fights for the environment. Unfortunately, special interests have mounted coordinated efforts to erode environmental protections and appoint judges who are hostile to environmental regulation. To push back, Earthjustice Action focuses on building power.

As a 501(c)(4) organization, Earthjustice Action engages in unlimited lobbying, amplifying calls for environmental justice and climate action. The organization also participates in independent expenditure campaigns to support candidates who champion public health and environmental protection, whether they're members of Congress, state judiciaries, or state regulatory bodies. Finally, Earthjustice Action fills a critical gap in the environmental sector by carrying out lobbying and electoral campaigns aimed at securing fair and independent judiciaries at the federal and state levels.

A Note About Earthjustice

Earthjustice Action's sister organization, Earthjustice, is the nation's largest, oldest, and most active public-interest environmental law organization. Its staff of over 600—including over 220 litigators—wields the power of law and the strength of partnership to protect public health, address environmental injustice, defend irreplaceable ecosystems, and transition the U.S. economy to 100% clean energy while working to protect people and the planet from climate change. Earthjustice's headquarters are located in San Francisco, with offices in Anchorage, Bozeman, Chicago, Denver, Honolulu, Houston, Juneau,

Los Angeles, Miami, New York, Philadelphia, San Francisco, Seattle, Tallahassee, and Washington, D.C.

Earthjustice partners with thousands of groups, tribes, individuals, and communities to address the environmental crises of our time. Earthjustice is here *because the Earth needs a good lawyer*. In the past few years, Earthjustice has achieved watershed victories in long-running fights to stop drilling in the Western Arctic, block massive oil and gas lease sales on public lands and coasts, keep the Tongass Forest off limits to logging, ban the neurotoxin chlorpyrifos, retire polluting coal-fired power plants in the U.S. and abroad, prevent mining in the Boundary Waters, and restore Endangered Species Act protections for wolves and Clean Water Act protections for streams and wetlands nationwide. The current federal Administration has challenged these gains and seeks to claw back progress through funding cuts and an increased focus on fossil fuels

The Relationships

Reports to:	President of Earthjustice and Earthjustice Action, Abigail Dillen
Manages:	<ul style="list-style-type: none">• Political Director for Earthjustice Action• Deputy Director for Earthjustice Action
Partners with:	<ul style="list-style-type: none">• VP of Policy and Legislation• Executive team and staff of Earthjustice



Earthjustice Action’s sister organization, Earthjustice, is the nation’s largest, oldest, and most active public-interest environmental law organization.



The Salary and Location

The salary range for this role is \$301,000-\$334,400. Earthjustice offers excellent benefits, with a congenial work environment and a casual dress code. The VP of Electoral Strategies will be based in Washington, D.C.

For potential consideration or to recommend a prospect, please email EJAVP@BoardWalkConsulting.com or call **Crystal Stephens, Terri Kohan, or Lysondra Somerville** at 404-262-7392.
