

## **Senior Researcher, Climate and Energy Position Announcement**

### **About Sightline Institute**

Sightline Institute is committed to making Cascadia—the region stretching from Alaska to northern California and from the Pacific to the Rocky Mountain states—a global model of sustainability, with strong communities, a green economy, and a healthy environment. Founded in 1993, Sightline is one of the region’s premier public policy think tanks, influencing legislation many times—and media coverage hundreds of times—each year.

In our programs on climate and energy, housing and cities, democracy and elections, and farms and forests, we identify and promote reforms that yield outsized improvements for the region’s people and places. We believe sustainability exists at the intersection of environmental health and social justice and have an organization-wide commitment to diversity, equity, and inclusion.

A nonprofit, nonpartisan, and independent public policy research center, Sightline provides research reports, articles, and commentary; maps, graphics, and tools; framing and messaging guidance. Sightline’s influence depends on the depth and breadth of our researchers’ expertise and their persuasiveness in presenting analysis and arguments. We aim to draw attention to and build support for data-backed solutions to specific public problems through close engagement in policy debates. We advise and inform public officials, advocates, and the media, and we collaborate with diverse allies and unconventional coalitions in pursuit of our mission. Learn more at [www.sightline.org](http://www.sightline.org).

### **Position Summary**

Through field-leading policy research, advocacy, and strategy development, the Senior Researcher will play a pivotal role in Sightline's efforts to transition the Pacific Northwest off fossil fuels and build a clean, just energy future. They will help set and advance Sightline’s Climate and Energy program priorities, including to electrify homes and businesses, ramp up renewable energy, and phase out polluting oil and gas infrastructure. This position is a rare opportunity to influence climate policy at the state-, local-, and provincial-levels, at a time when national-level climate policy is at a standstill.

The Senior Researcher will report to Sightline's Director of Climate and Energy. They will be part of a high-functioning, collaborative cadre of researchers, communicators, and advocates, supported by a strong administrative and fundraising team.

### **Essential Responsibilities**

- Conduct original, field-leading policy analysis and research with practical relevance that advances the Climate and Energy program's goals and supports the Director, Climate & Energy.
- Produce thorough, clear, accurate, and compelling long-form articles, policy memos, and other written products, including in collaboration with the Director, Climate & Energy.
- Cultivate strategically valuable relationships with policymakers, peer organizations, advocates, media outlets, and other external audiences and effectively represent Sightline externally.
- Contribute to setting the strategic direction of the Climate and Energy program by identifying and vetting promising policy opportunities.
- Support Sightline's legislative and advocacy goals, including by working with policymakers and allies and tracking and advancing climate and energy focused bills.
- Stay abreast of relevant climate and energy policy developments in Cascadia as well as leading examples from other parts of the world.

### **Desired Skills and Experience**

- At least six years of professional experience in policy development, research or program analysis, and/or strategy development.
- Excellent analytical skills and an ability to quickly sift through large amounts of information to identify key points and develop practical, strategic, and compelling arguments.
- Top-notch written and oral communication skills, including an ability to succinctly and accurately convey complicated information to diverse audiences.
- Excellent time management and organizational skills.
- Comfort and skill working independently to manage project workplans, set and meet deadlines, and prioritize effectively among competing responsibilities.
- Demonstrated experience quickly mastering new subject matter areas, developing compelling arguments, and effecting change.
- A track record of building respectful and effective relationships and collaborating with people across differences, including racial, ethnic, gender, cultural, and political differences.
- The ability to be self-directed and self-motivated while working well in a team.
- An eagerness to learn and incorporate feedback.

- Commitment to advancing diversity, equity, and inclusion in your work. Familiarity with or experience working on issues of social and/or environmental justice preferred.
- Experience working in climate and energy preferred, but not required.
- Experience working with government preferred, but not required.
- Commitment to Sightline’s mission and values.

Sightline believes in mentoring talent and providing opportunities for growth. If you are somewhat underqualified or overqualified for the position as described or have relevant experience and transferrable skills different from those listed here, but still feel you could be a good fit, we encourage you to apply.

### **Compensation and Benefits**

As part of our commitment to equity and in an effort to reduce bias, Sightline has established salary bands for each position level. The salary range for the senior researcher level is \$86,000-\$105,000 (plus 10 percent retirement, as noted below). Sightline is committed to supporting team members along their career paths by encouraging learning and providing mentoring and training. Employees can earn annual merit raises and periodic promotions.

We offer a robust package of benefits including a 401(k) plan with employer contribution of 10 percent of salary (added to—not subtracted from—pay so, for example, a \$86,000 salary at Sightline is equivalent to a \$94,600 salary at an organization that makes no employer contribution to retirement).

Benefits also include:

- Full medical, dental, and vision insurance for the employee and partial coverage for dependents
- Four weeks of paid vacation
- Twelve paid holidays annually
- Two weeks of paid health, wellness, and care leave
- A guarantee of 12 weeks paid parental leave
- A three-month paid sabbatical every seven years
- A monthly remote-work stipend

Since Sightline is a nonprofit organization, employees are also eligible to apply for the federal Public Service Loan Forgiveness (PSLF) program. Sightline's staff members work hard but enjoy balanced lives and a collegial organizational culture.

## **Location**

Sightline is a virtual-first organization. All staff members work remotely, though Sightline provides opportunities for in-person gatherings and collaboration, including an annual staff retreat. Our staff, contractors, and fellows are located across Cascadia, in Washington, Oregon, Alaska, Montana, Idaho, and British Columbia. The largest concentration of team members is in Seattle.

This position is fully remote, but the successful applicant will be based in the Cascadia region or willing to relocate. Sightline values team members living within the Cascadian region to successfully, credibly advocate for policy change here and effectively build local relationships. Additionally, there may be opportunities for travel within Cascadia.

## **To Apply**

Please include:

- A resume
- A cover letter outlining how your skills and experience qualify you for the role's responsibilities. Please include a short description of your experience advancing equity and justice, ideally in your professional work.
- A brief (2-4 page) writing sample that showcases your ability to write clearly, succinctly, and persuasively. Our preference is for writing samples that include analysis or recommendations related to a public policy issue (environmental or otherwise). Please include a 1-sentence description at the top of the writing sample that explains original context for the sample (e.g., a class, a job, etc.)

Please assemble all application materials in a single PDF, labeled with your name. Send everything to [jobs@sightline.org](mailto:jobs@sightline.org). Please put "Senior Researcher, Climate and Energy" as the subject line of the email. Applications that do not include a cover letter, resume, and writing sample will not be considered.

The application deadline is February 9, 2025, and applications received by that date will be given priority, but we will accept applications until the position is filled. Interviews will take place in mid-February through mid-March. We will likely invite finalists to complete a work assignment designed to test their skills in the specific functions required for the position. We hope to extend an offer by late March.

*Sightline Institute is an equal opportunity employer, and all qualified candidates are encouraged to apply. Applicants will not be discriminated against because of race, color, creed, sex, sexual orientation, gender identity or expression, age, religion, national origin, citizenship status, disability, ancestry, marital status, veteran status, medical condition, or any protected category prohibited by local, state or federal laws.*