

**Job Title:** Political Director

**Location:** California (Remote with travel across the state)

**Reports to:** CEO

**Position Type:** Full-time, Exempt

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### **About the Organization:**

California YIMBY is a statewide housing advocacy organization dedicated to ending the housing shortage and making California an affordable place for everyone to live, work, and raise a family. California YIMBY is not a traditional non-profit: we reject the policy and political status-quo and work to realize fundamental evidence-based change to California's housing policies, which would benefit tens-of-millions of people. Founded in 2017, California YIMBY has redefined the national housing debate by proposing transformative state-level housing policy and helping draft and pass dozens of bills that break down exclusionary barriers and will enable millions of new homes to be built.

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### **Position Overview:**

California YIMBY is seeking a Political Director to design and execute the organization's political strategy to shape state legislative, administrative, and judicial outcomes, build strategic coalitions, influence key appointments, and expand organizational influence across California. This role manages the candidate endorsement process, coordinates political relationships and coalitions, and helps position the organization for long-term policy and political impact.

The Political Director advises the CEO and executive team on key political decisions and develops strategies that align with both the organization's policy goals and growth agenda. The role also includes working across teams to elevate grassroots engagement in political decision-making and supporting the organization in managing external political relationships and resources.

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### **Key Responsibilities:**

#### **Political Strategy & Campaigns**

- Develop and implement a comprehensive political strategy aligned with the organization's priorities.
- Advise the CEO and executive leadership on political opportunities, risks, and alignment with organizational strategy.

- Identify emerging political and institutional opportunities to grow the organization's influence and reach.
- Lead political planning and analysis to support organizational goals in Sacramento and key regions statewide.

### **Candidate Endorsements**

- Manage the organization's endorsement process for state legislative and key statewide offices.
- Develop endorsement criteria, coordinate candidate interviews, and guide organizational decision-making.
- Maintain relationships with endorsed candidates and elected officials to advance shared priorities.

### **Coalitions & Partnerships**

- Build and lead coalitions to help California YIMBY achieve its mission.
- Foster relationships with labor, community, environmental, industry, and policy stakeholders to drive aligned advocacy and political goals.
- Represent the organization in political and advocacy coalitions.

### **Appointments & Institutional Influence**

- Design and execute strategies to influence appointments to key state departments, commissions, and judicial bodies relevant to housing and development.
- Monitor appointments processes and engage with decision-makers to support pro-housing leaders.

### **Field Coordination & Grassroots Engagement**

- Coordinate with field staff and affiliate organizations to engage constituents and affinity groups in grassroots lobbying and political education.
- Ensure grassroots input is integrated into political decision-making and strategic direction.

### **External Partnerships & Consultant Management**

- Identify areas where additional political or policy expertise is needed beyond internal capacity.
- Recommend, hire, and manage consultants and contract lobbyists on an as-needed basis to inform and implement political strategy.

- Coordinate the work of external partners to ensure alignment with organizational goals and messaging.
- Serve as the primary point of contact and supervisor for political consultants and contract lobbyists.

### **Organizational Growth & Alignment**

- Identify strategic political arenas and policy sectors where the organization can expand its footprint and influence.
  - Coordinate with communications, development, and policy teams to integrate political strategy across the organization's work.
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### **Qualifications:**

- Strong skills in strategic thinking (and overall thinking and decision-making), communication, and cross-sector collaboration.
  - Deep knowledge of California politics, preference for deep knowledge in government structures and housing policy.
  - Proven success in coalition-building, campaign execution, and political advising.
  - Experience hiring and managing consultants or lobbyists strongly preferred.
  - Strong passion for ending the housing shortage.
  - Prefer a minimum of 5 years of experience in political campaigns, legislative advocacy, or political leadership.
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### **Compensation:**

The salary range is \$110,000 - \$140,000+ based on experience and accomplishments. Benefits include comprehensive health coverage, employer retirement contributions, and generous paid time off.