



Position: Vice President for Public Policy

Office located in Ridgeland, Mississippi

At Empower, we believe every Mississippian should have the opportunity to build a good life, raise a family, find meaningful work, and achieve the American Dream. Too often, outdated policies and unnecessary government barriers stand in the way. Public policy should expand opportunity, not limit it, creating a path to generational prosperity for Mississippi's children, workers, and families.

We drive lasting change across three foundations of everyday life: expanding **Quality Education** so every child can reach their full potential; advancing **Meaningful Work** solutions that connect Mississippians with strong, satisfying careers; and implementing proven **Public Safety** policies that solve crimes, break the cycle of reoffending, and keep communities safe.

Guided by our Core Values, we approach Mississippi's challenges with genuine curiosity, a commitment to solutions, and a focus on relationships. We listen carefully to understand problems and gain a broad perspective. We conduct rigorous research and develop and advocate for innovative policy solutions. We partner with leaders and ordinary citizens to put earned success within reach of every family in every neighborhood, and we remain in the trenches to support implementation.

Over the last 12 years, Empower has grown into Mississippi's leading public policy organization, with a nearly \$3 million operating budget, 10 full-time staff members, and five policy fellows. Our team is dedicated to the mission, genuinely enjoys working together, supports one another, and has a little fun along the way.

ROLE

Empower seeks a Vice President for Public Policy to lead policy development, government affairs, and coalition building at one of the most innovative and pioneering organizations in the South.

The right candidate will be a leader, a champion for sound policy change, a bridge builder, a strategist, someone who is motivated by results, and will keep the team focused on creating solutions while adjusting tactics and priorities within those objectives in real time.

The position requires some travel, reports to the Executive Vice President, and is based in Empower's Ridgeland office.

KEY RESPONSIBILITIES

- **Strategic Planning:** Oversee the development and accomplishment of the policy-related objectives of the organization's strategic plan and ensure all policy-related Empower projects, publications, and events align with the strategic plan.

- **Policy** – Oversee the creation and/or development of solutions to Mississippi’s greatest challenges in each of Empower’s three policy areas - education, work, and public safety. This includes overseeing the generating and/or curating of policy ideas, vetting those ideas, developing the assets needed to develop them (such as research projects, relationships with local or national experts, etc.), and eventually drafting and analyzing bill language to ensure proposed legislation accomplishes its purpose.
- **Government Affairs** – Build relationships with legislators and state-wide elected officials as needed to accomplish Empower’s government affairs strategy, which will include managing all organization lobbying and contract lobbyists.
- **Communications** – Advocate through public speeches, media interviews, op-eds, podcasts, social media, and other avenues as deemed necessary. Advise all Empower mass communications to ensure consistent messaging aligned with Empower ideals and strategic objectives.
- **Coalition Building** – Bring together issue coalitions of other organizations to advance the policy agenda.
- **Development** – Assist the CEO and Executive Vice President with development as needed, especially when Empower requests grant funding for a policy-specific project.

QUALIFICATIONS

- 10+ Years of experience in public policy or government affairs
- Commitment to the mission and core values of Empower Mississippi
- Ability to effectively interact with legislators, media, stakeholders, and public
- Familiarity with Mississippi legislators and legislative process preferred, but not required
- Entrepreneurial spirit, innovative thinker, well-organized, self-directed, but able to guide, work well with, and enjoy camaraderie with fellow team members
- Excellent writing, editing, and public presentation and communication skills

BENEFITS

- Salary will be highly competitive, commensurate with the experience, expertise, and skills of the candidate
- Family coverage health insurance provided
- Matching retirement plan up to 3%
- Cell phone or reimbursements for needed mobile technology

HOW TO APPLY

- Qualified candidates should submit the following in one PDF document to Gina Metzger at gina@empowerms.org:
 - Cover letter detailing your interest in the position and the organization’s mission and your salary requirements
 - Resume