



Position: Rural Lands Legislative Advocate

Reports to: Deputy Director

Status: Permanent, Exempt, 1.0 FTE

Hours: 37.5 hours per week. Primarily weekdays, some evenings and weekends required.

Compensation: Salary = \$60,000 to \$80,000 DOE

Benefits: Medical plan. Dental plan. Vision plan. Retirement plan. Paid holidays. Accrued PTO and Sick Days. Sabbatical plan.

Location: TBD, Oregon

Help shape Oregon's future!

Founded in 1974 by Governor Tom McCall, 1000 Friends was created as a watchdog organization to protect Oregon's land use system. Now, 45 years later, we are responsible for the protection of the 61.3 million acres of our state's spectacular natural areas, rivers, lakes and streams, and our thriving working lands that contain some of the most productive lands in the world. Additionally, within the 800,000 acres inside of the urban growth boundaries of our 241 cities and towns, we work to increase housing and transportation options and investments in parks and natural areas to maintain livability for an increasing population statewide. Join our team today!

Our Mission

Working with Oregonians to enhance our quality of life by building livable urban and rural communities, protecting family farms and forests, and conserving natural areas.

Our Vision

The ultimate outcome sought by 1000 Friends is an Oregon in which all people share in the economic and ecological benefits of great communities and healthy working landscapes.

Our Values

We believe in the uniqueness of Oregon and a livable state for all Oregonians.

A state that sustains with fruitful working lands and breathtaking iconic places.

A state that thrives because of great communities that welcome all.

A state we call home.

Equity Statement

We know that land ownership, as well as land use policies and processes, have not always been equitable. Land ownership has been racially restricted, land use entitlements have favored those with access to decision-makers, and public engagement in land use planning has not reached communities of color and communities with low incomes. Our work at 1000

Friends carries a special responsibility to address equity, diversity, and inclusion because we deal with land and the land use planning system. We think 1000 Friends must consider equity in the land use system while simultaneously working to accomplish our mission. We will work to achieve equity in the decisions that govern 1000 Friends and in the policies for which we advocate and use equity as one of our core metrics for evaluating the effectiveness of our work.

Our Investments in Our Team

1000 Friends of Oregon offers competitive compensation, 403(b)k or savings-plan matching for eligible employees, excellent benefits, flexible/family-friendly work schedules, generous paid vacation and sabbatical plan, and a collaborative work environment. We also provide professional development opportunities. As a result, you will find a culture that supports and inspires achievement and personal development.

Position Summary

The Rural Lands Legislative Advocate will work in a team with our Rural Lands Attorney, Working Lands Engagement Coordinator (WLEC), Communications & Media Relations Manager, Food Systems Program Director, and Deputy Director. The Legislative Advocate will also collaborate with 1000 Friends of Oregon's Farmer Advisory Committee (FAC), 11 affiliate organizations, and other allied organizations, associations, and individuals to guide development of the rural lands legislative and rulemaking agendas on issues of farm, forest, and natural resources. The advocate will work closely with 1000 Friends' contract lobbyist and communications staff.

The work of the Legislative Advocate will be focused primarily in Salem, so the advocate must be able to work in or commute to Salem on a regular basis. The exact location of where the advocate is open for consideration so long as commuting to Salem is realistic.

Responsibilities & Scope

- Draft proposed legislation and administrative rules.
- Prior to and during each legislative session:
 - advocate for the 1000 Friends rural lands legislative agenda, and defend against threats to rural lands;
 - build coalitions to advocate for the 1000 Friends legislative agenda;
 - work with the Working Lands Engagement Coordinator and the Communications Manager to build momentum for, and engagement in, the agenda, specifically targeting 1000 Friends' Farmer Advisory Committee, members, legislators, and persuadable general public. Activities include contributing to 1-pagers, social media messaging, regular legislative

communications to members, speaking engagements, and other similar activities and materials.

- Participate in rules advisory committees, work groups, and other similar activities related to legislation and rulemaking.
- Develop relationships with staff and Commissioners of the Oregon Departments of Land Conservation & Development, Agriculture, Fish & Wildlife, Health Authority, Forestry, Water Resources, and other relevant agencies.
- Build relationships and collaborate with other organizations on shared objectives, including legislation.
- Develop and present, with staff team, training for activists, affiliates, and FAC on substantive and procedural land use issues.
- Respond as appropriate to questions on rural lands from members, activists, and media.
- Support the Working Lands Engagement Coordinator in working with and building communities on rural lands issues.
- Work in close coordination with the Rural Lands Attorney on choosing cases that illustrate and support defense of current policy or the need for modifications to statutes.

Required Qualifications

- J.D. and experience with legislative advocacy, land use, agricultural and forest policy issues, or environmental law
- Familiarity with land use law and the Department of Land Conservation and Development
- Commitment to the goals and vision of 1000 Friends of Oregon
- Strong analytical ability and technical and persuasive writing skills
- Excellent interpersonal skills and ability to collaborate with others
- Clear and concise oral and written communications, with attention to accuracy and detail
- Assertive and effective in committee work and with public officials and staff
- Self-directed, self-motivated, and organized
- Strong public speaking skills
- Ability to travel to Salem regularly, statewide occasionally, work remotely, and occasionally work evenings and on weekends
- Ability to exercise good judgment in politically sensitive contexts

Preferred Qualifications

- Active membership of the Oregon State Bar;
- Experience working in the non-profit sector;

- Proficiency with Microsoft Office and Salesforce; and

How To Apply

To apply, submit a résumé, 3 professional references, and a cover letter describing how your experience and skills match the needs of the organization. **Provide these materials as a single PDF document** and email them to jobs@friends.org with “Rural Lands Legislative Advocate” in the subject line. This position will remain posted until filled.

1000 Friends is an Equal Opportunity Employer

Our commitment to diversity includes the recognition that our mission is best advanced by the leadership and contributions of men and women of diverse backgrounds, beliefs, and culture. Recruiting and mentoring staff to create an inclusive organization that reflects our character is a priority and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientation, gender identity, military, protected veteran status or other status protected by law.

The successful applicant must meet the requirements of 1000 Friends background screening process.