



## Vice President of Advocacy & Partnerships

Remote position based in the United States

The National Employment Law Project (NELP) seeks a Vice President of Advocacy & Partnerships—a highly collaborative and strategic leader with significant experience in state-based campaign strategies—to advance our mission of building a good jobs economy. This person will be energized to lead the development, implementation, and ongoing assessment of a comprehensive advocacy and partner engagement strategy for NELP—one that is grounded in our values and amplifies our commitment to achieving bold action.

This is a full-time position that is remote from the United States.

### About the National Employment Law Project

Founded in 1969, the nonprofit National Employment Law Project (NELP) is a leading advocacy organization with the mission to build a just and inclusive economy where all workers have expansive rights and thrive in good jobs. Together with local, state, and national partners, NELP advances its mission through transformative legal and policy solutions, research, capacity building, and communications. Our victories over the last decade have impacted the lives of an estimated 100 million workers and their families. We lead and collaborate in fights for higher pay and just benefits, secure and safe jobs, and support at each stage in a worker's life. For more information, read our [annual reports](#) and explore our website: [www.nelp.org](http://www.nelp.org)

### Organizational & Position Overview

NELP's leadership and Board have recently been engaged in a strategic visioning process with the goal of updating and refining our organizational commitments and related strategies for our next era. Out of this planning, has come a core set of objectives to test and refine over the next 3-5 years.

Today, NELP is moving forward with a sharpened focus on priority areas where our leadership can make the greatest difference — advancing policies that raise job quality, strengthening worker protections and enforcement, and helping shape the future of work in ways that expand opportunity rather than erode it. Our core commitments remain unchanged: advancing worker power, partnering across states and communities, and driving policy solutions that improve people's lives. We are aligning our policy, research, and partnerships to deliver more targeted, coordinated, and measurable impact — an approach that will take shape in the months ahead through strategic initiatives and collaborations. Going forward, our policy pipelines will be shaped to address these three priority areas:

- **Economic Security:** Modernizing social protection systems, with a particular focus on Unemployment Insurance (UI) modernization and strengthening job transitions.

- **Good-Jobs Democracy:** Connecting economic stability—through higher wages and improved affordability of necessities—to a stronger, more inclusive democracy.
- **Enforcement-First Worker Protections:** Innovating policies around workplace safety, worker classification (e.g., misclassification in contracted work), and addressing algorithmic bias.

The Vice President of Advocacy & Partnerships is a new role at NELP. The VP will be an organizational leader who plays a key role in implementing this plan for sharpening NELP’s strategic approach across these priority areas; they will focus on moving those ideas in the real world, including through partner development and engagement strategies, feasibility analyses, identification of pathways for adoption, and campaign leadership.

### **What You Will Do**

The VP will be responsible for translating NELP’s policy pipeline into focused, winnable state and local strategies that are designed for replicability and scalability. The role will use measured outcomes to build proof points for advancing state, local, and federal policy change. In addition, this role will design and execute targeted engagement strategies for key partner constituencies—including legal advocates, policy organizations, worker centers, and labor—ensuring that each is effectively aligned to advance our mission to build a good-jobs economy.

The VP will take a bold approach, using their political savvy, and knowledge of state-based campaign strategies to identify opportunities where NELP can make real-world impact by delivering concrete wins for millions of workers. We are looking for deep, sustained, and intentional engagement rather than coverage of broad policy areas and geography; for this initial phase, we imagine that the VP will identify 5-6 priority campaigns per year.

The VP reports to the President & CEO and works closely with her and the management team (Vice President of Policy & Strategy and Vice President of Narrative & Impact) to ensure strategic alignment across our program work. The VP will provide direct supervision for three Senior Directors.

Areas of responsibility include:

### **Policy Deployment & Assessment**

- Identify states and localities where the political conditions and strength of partnerships are prime for successful policy implementation that align with NELP’s priority areas
- Develop clear, winnable campaign strategies and translate work into replicable models
- Ensure strategic alignment on selected geographies and opportunities across the organization
- Engage in continuous learning to support the ongoing assessment of winning strategies and opportunities to improve and sharpen NELP’s approach
- Design and apply a consistent framework for assessment, maintaining curiosity and rigor around data and inputs

### **Partner Engagement Strategy**

- Engage in national and regional power mapping, identifying key actors in priority states, and activating and aligning existing and new partners around defined policy pathways
- Build and sustain coalitions capable of advancing specific outcomes, creating opportunities to deepen alliances and create collective impact
- Design and execute differentiated engagement strategies across key partner groups, including:
  - Legal advocates: Align around litigation strategy, amicus participation, and enforcement pathways tied to pipelines
  - Policy advocacy organizations: Coordinate on policy design, legislative strategy, and state-level adoption
  - Worker centers and community-based organizations: Engage where alignment with strategic priorities exists, particularly in enforcement and implementation
  - Labor unions: Align around strategic campaigns and scaling opportunities

### **Organizational Leadership & Team Management:**

- Serve as an active member of our management team, modeling organizational values and culture internally across teams and externally in partner-facing work.
- Build, lead, and mentor a high-performing team, setting clear performance goals for team members, offering constructive feedback, and fostering a collaborative, inclusive work environment.
- Oversee the recruitment and development of staff to ensure the team has the necessary skills and expertise to meet our program goals, providing professional development opportunities and supporting continuous learning and growth.
- Manage departmental budgets effectively, ensuring that resources are allocated efficiently across projects and campaigns.

### **Who You Are**

- You have 10+ years of progressively responsible leadership experience with significant experience in state-level campaign strategy moving an economic justice agenda.
- You have five+ years of supervisory experience and are skilled in cultivating a positive team dynamic, including developing, coaching, and empowering staff to grow and develop professionally.
- You have a strong track record of building and sustaining trust-based relationships and working in coalitions and strategic relationships with a variety of stakeholders and interests, such as community-based organizations, policymakers, advocacy organizations, and labor unions.
- You have a demonstrated ability to craft, manage, and execute strategic worker organizing or public policy campaigns. You can see the long arc of change while acting quickly and pragmatically when needed.
- You are a high-level strategic thinker who has a track record of increasing organizational success, building effective cross-team initiatives, operationalizing a vision across an organization, and using evaluation tools and metrics to support accountability.

- You have a justice-oriented understanding of how power impacts relationships, organizational culture, and partnerships, and are committed to a personal and professional practice around deepening this understanding, continuously learning, reflecting, and growing.
- You are an effective, persuasive communicator with strong presentation, speaking, written, and nonverbal skills, who conveys information clearly and concisely, internally and externally, with high emotional intelligence and professional judgment.
- You are flexible and agile, responsive to feedback, open to changing direction, and focus on continuous improvement and innovation.
- You foster inclusive and trusting team environments by supporting the success of others, building relationships across lines of difference, and mutual accountability.
- You have strong racial equity competencies, including an understanding of how race and power shape systems in our society and culture. You are committed to continuously learning, reflecting, and growing these competencies.
- You operate with a commitment to excellence, integrity, diplomacy, humility, and camaraderie.
- Candidates must be eligible and authorized to work in the United States.

**Start Date, Location, Compensation and Benefits:**

This full-time exempt position is remote from the United States. This position will require some travel, including for NELP internal meetings or conferences. The start date will be as soon as possible.

The salary range for the VP of Advocacy & Partnerships is between \$160,000 - \$170,000

Compensation at NELP includes an excellent comprehensive benefits package, including full coverage of family health insurance, a medical reimbursement plan, generous vacation and sick leave, plus additional organization-wide holidays, significant contribution from employer to a retirement plan (both an unelected contribution and employer match); and for qualifying participants, up to 26 weeks paid parental leave, 12 weeks paid medical leave, 6 weeks of paid family medical caregiving leave, a sabbatical leave program, childcare/eldercare reimbursement assistance, and student loan repayment assistance. Staff at NELP are members of Local 2320, UAW, excluding, however, management and certain other categories. This position is in management.

**Application Instructions & Hiring Process**

We will consider applications on a rolling basis; interested applicants are encouraged to submit sooner than later.

[APPLY AT THIS LINK](#) by uploading these items:

1. A resume
2. A work sample of any kind or length that demonstrates related skills
3. A cover letter **produced without the use of AI** that thoughtfully addresses your alignment with the role and answers the following prompt:

- Tell us about an issue-based campaign you led that demonstrates your alignment with this position. What was your role? Why this example?

Nonprofit talent agency People Power is the search partner for this hire. We appreciate your time and interest in contributing your talents to NELP's mission. Thank you! You will receive an email auto-reply to your application. We wish we could respond personally to all applicants, but only those chosen to interview will be contacted. **Please do not contact NELP directly to inquire about the status of your application.**

Selected applicants will be invited to an initial 30-minute screening interview with People Power via phone. Those who continue in the process will have an opportunity to meet with executive leadership and staff over a series of three interviews that range from 30-60 minutes each.

We welcome your interest and feedback. If you meet the minimum requirements for this position and would like to make a **\*confidential\*** inquiry and/or have questions regarding this position, please email Kate B. People Power: [kate@peoplepowerproject.org](mailto:kate@peoplepowerproject.org)

*NELP is a 501(c)(3) non-profit organization and an equal opportunity, fair chance employer, committed to building a culture of belonging and inclusion where team members can thrive. All qualified applicants will be considered for employment without regard to race, color, creed, national origin, sex, age, disability, marital status, sexual orientation, military status, prior record of arrest or conviction, citizenship status, current employment status, or caregiver status.*