



Vice President, Chief Policy & Strategy Officer

The San Diego Regional Policy & Innovation Center is a 501(c)3 launched in September 2021 to serve the San Diego region. Our mission is to develop, test, and implement world-class research and policy-driven solutions to address San Diego's most pressing challenges. Climate resilience, critical infrastructure, quality jobs, and housing affordability are challenges that require massive collective effort. We build partnerships to create cross-sector, multi-jurisdictional solutions. The San Diego Regional Policy & Innovation Center is a partnership between San Diego Foundation, the County of San Diego, and the world's leading think tank - The Brookings Institution. Together with a network of national and regional partners, the Policy & Innovation Center engages government, corporations, and philanthropy to equitably enhance the long-term sustainability and prosperity of the San Diego region.

Purpose of the Position

The Vice President, Chief Policy & Strategy Officer (CPSO) is a core member of the Leadership team, thought partner and key advisor to the President & CEO. The CPSO is responsible for identifying, developing, and implementing cross-sector initiatives for new growth opportunities through business development, research, and partnerships to ensure regional climate sustainability and policy solutions for the future and positive regional impact.

The CPSO combines strategic thinking, policy expertise, and sharp execution to enable PIC to reach targets, goals and attain objectives.

The CPSO will manage key staff, including, but not limited to, the Senior Officer, Programs & Impact, and the Government & Policy Officer, and work closely with government entities, agencies, partners, and the Brookings Institution Metropolitan Policy Program, to develop and manage a portfolio of collaborative projects focused on the Strategic Pillars of the organization across the San Diego region. The CPSO will also provide subject matter expertise on policy initiatives, grants, and climate resilience, and collaborate with the research team.

Essential contributions and principal responsibilities of CPSO include but are not limited to:

- Participate in developing PIC policy and strategy, according to vision established by CEO
- Establish policy agenda for PIC team and manage staff to follow through on deliverables, including working with Brookings to develop research and other projects



- Work with CEO to craft strategy and approach sustainably to grow the organization
- Strategize on effective ways to communicate PIC findings and to ensure that findings are relevant to key stakeholders
- Leverage relationships with stakeholders, government officials, and others to share PIC research and policy, secure funding, and create innovative partnerships
- Effectively communicate mission, vision, and updates to external stakeholders
- Continually envision the value of PIC in the region to make San Diego a better place with respect to climate, infrastructure, community wealth building, and affordable housing, in particular
- Create a diverse array of relationships that share PIC's mission and possesses strength to help achieve mutual goals
- Lead and implement an integrated resource development strategy to support new business growth, and bring intellectual and financial capital to the region along
- Expand and create new and innovative funding sources through strategic partnerships and programs and in close collaboration with the CEO, research team, and grant writers.
- Facilitate and drive policy driven solutions for the region
- Support a culture of innovation across the organization.
- Serve as spokesperson for PIC and articulate our mission to all external constituents.
- Work with the finance team to support informed decision-making regarding pilots, scaling, partnerships, and funding.
- Willingness and ability to raise unrestricted and restricted funds
- Support and assist in leading the Government & Agency Council
- Create and contribute to public events, seminars, and forums and communicate the impact of the PIC's work in an annual report and other relevant media.

Supervision Received

Reports directly to the President & CEO

Education and Experience

- Master's/advanced degree in Environment Management, Policy, or related field



- B.S. in biology or engineering
- 10+ years' work experience in environmental issues and government
- Experience working or interning for the Federal Government
- Experience serving at a director level or higher in policy for a County or City (preferably within CA)
- Experience working with Elected officials
- Preferred experience working in consulting, and lobbying at state/ federal levels on environmental policy and funding for environmental programs
- Experience building diverse and broad coalitions
- Experience drafting and passing policy solutions

Skills and Qualifications

- Operate with a positive, well-defined sense of self and be self-directed, while demonstrating political savvy and diplomacy.
- The ability to draw accurate conclusions from quantitative and qualitative data, and then develop actionable organizational solutions.
- Demonstrated skill for creating a climate focused on achievement and results
- Proven willingness to be accountable for the success of the organization's vision and business plans that are in support of the vision
- Exceptional communicator with the ability to present concepts and strategic objectives in a clear, concise, and actionable manner.
- The ability to articulate how your work improves the communities that we serve.
- Proven ability to present, articulate and defend analysis with key stakeholders.
- A style that emphasizes openness, collaboration, visibility, and connectivity.
- Passion for learning and relentless improvement.
- Excellent relationship building and negotiation skills.
- Manage to build culture and support retention and staff growth
- The ability to lead coalitions, form collaborations, and deliver policy recommendations and solutions
- Ability to produce quality work within tight timeframes.
- Comfortable in a "start-up" fast-paced environment.
- Proficient with Microsoft Office Suite and Spreadsheet-based analysis.
- Strong interpersonal, written, and verbal communications skills.
- Cultural competency and emotional intelligence.



- Commitment to the mission of the Policy & Innovation Center.
- Strong interest in supporting disadvantaged communities.
- Comfort engaging directly with community stakeholders.
- Experience using digital surveying tools such as Survey Monkey, Google Forms, Qualtrics, or similar.
- Strong, proven critical thinking skills

Physical Demands

- Able to work in a desk-based work environment and use a computer keyboard.
- Ability to safely lift 20 pounds.

Work Environment

- Non-smoking, professional office environment.
- Fast-paced start-up work environment.
- San Diego based. Work primarily from the office with some hybrid opportunities due to the ongoing pandemic.

The Policy & Innovation Center believes in pay equity. Compensation is commensurate with experience and responsibilities. If you are interested in this opportunity, please submit your PDF resume and PDF cover letter to: jobs@sdfoundation.org and please place Vice President, Chief Policy & Strategy Officer SDRPIC in the subject line.