

Georgia Resilience and Opportunity (GRO) Fund

Rooted in communities, growing bold ideas for change



Title: **Senior Manager - Policy and Advocacy**

Reports to: Directors of Programs

Location: Atlanta, GA

Type: Full-Time, 1.5 years

Position Type

[The Georgia Resilience and Opportunity \(GRO\) Fund](#) is seeking a full-time, salaried Policy and Advocacy Manager. The salary range for this position is **\$75,000 - \$90,000/year**. The GRO Fund also offers a competitive benefits package including health, dental and vision insurance; paid parental leave; unlimited paid time off and retirement.

About the GRO Fund

The GRO Fund builds bold, evidence-based and community-driven solutions to address poverty and narrow the racial wealth divide. GRO aims to bridge the gap between policymakers, experts, and impacted communities by convening these actors around bold, actionable, community-based initiatives and policies. Our work strives to grow the possibilities of what is achievable to close the racial wealth divide and live in a state where no one lives in poverty. Our team is a collective of ambitious and bold practitioners actively building the future we want to see.

GRO's flagship project is the [In Her Hands initiative](#), a guaranteed income project which provides an average of \$850 a month no-strings-attached income supplement to over 650 women across Georgia. The program is expanding in the summer of 2024 to enroll an additional 270 participants.

GRO is building a first-of-its-kind accelerated Baby Bonds pilot program. [Baby Bonds](#) are publicly-funded child trust accounts that accelerate wealth building and a [fully funded national program estimated to close the racial wealth divide by 50%](#). GRO intends to launch the first Baby Bonds pilot program. It will be a six year, privately-funded accelerated Baby Bonds pilot program to generate insights around the impact of Baby Bonds as a strategy to support young people and narrow the racial wealth gap. If fully funded, the pilot program will provide a \$40,000 Baby Bond and a \$500/month guaranteed income to 250+ young people (~15-24 years old).

Both pilot programs include a robust evaluation, a policy change effort, and a narrative change effort.

Role Overview

In partnership with the Executive Director and Director of Programs, the Policy and Advocacy Senior Manager will build and implement GRO's policy strategy.

Two hallmarks for economic justice and self-determination are income and wealth: cash for today and capital for tomorrow. We bring to life these two core tenets for a just economy through our guaranteed income and Baby Bonds pilot programs. The programs disrupt dominant narratives about poverty, build the public's understanding of an inclusive economy, and are foundational policies for a more just economy. Together, they are powerful solutions toward an economy where we all can thrive.

The Policy and Advocacy Senior Manager plays a critical role in moving the data, evidence, and narratives generated by GRO's programs into public policy. The ideal candidate will have deep knowledge of the political context in Georgia, experience working directly with Georgia legislators to advance economic security, and a strong conception of the drivers of income and wealth inequality.

The Policy and Advocacy Senior Manager, will play a pivotal role in advancing our mission through strategic policy initiatives and advocacy efforts in Georgia. The role will work closely with stakeholders, government officials, community leaders, and coalition partners to influence policy decisions that impact our constituents and communities across the state.

The Policy and Advocacy Senior Manager should have clear verbal and written communication skills and strong interpersonal skills.

This position is currently fully funded for 1.5 years at this time. The GRO Fund intends to make this a permanent position.

Responsibilities

Policy Development and Analysis (25%)

- Conduct in-depth research on policy issues relevant to GRO's mission, including literature reviews, data analysis, and qualitative research
- Monitor and analyze relevant legislative and regulatory developments, synthesizing information into actionable recommendations and insights
- Use research findings to inform policy positions, advocacy strategies and organizational decision-making
- Manage partnerships with academia and other institutions to develop policy research and advocacy products in support of GRO's policy goals
- Write policy briefs, memos, and other materials for policymakers and other stakeholders

Collaboration & Partnership Management (25%)

- Support the development and implementation of a coalition to advance Baby Bonds, Guaranteed Income, and policies providing direct cash transfers in Georgia
- Engage stakeholders in collaborative projects, advocacy campaigns, and policy initiatives to amplify impact and achieve shared objectives
- Represent GRO on state and national coalitions and public forums relevant to GRO's policy work

- Serve as the primary point of contact and liaison for partner organizations involved with GRO's policy work, ensuring effective communication and goal alignment

Advocacy Strategy and Implementation (30%)

- Advocate for the organization's policy priorities within the Georgia State legislature, municipal elected officials, and government agencies
- Build and maintain relationships with legislators, policymakers, coalitions, and community stakeholders relevant to GRO's policy priorities
- Support the coordination of advocacy campaigns, including mobilization and lobbying efforts
- Drive legislative agenda forward by developing strategies to mobilize stakeholders and community members
- Identify and leverage data to help analyze opportunities to influence local and national policy priorities
- Design and implement advocacy campaigns to promote policy change and public awareness
- Draft compelling advocacy materials, including policy briefs, talking points, and press releases
- Monitor and evaluate the impact of advocacy efforts and policy changes on GRO's mission and constituents.
- Advance administrative advocacy to coordinate programs with local and state level agencies, including Atlanta Housing Authority, GA Department of Community Affairs, and GA Department of Health and Human Services

Strategic Collaboration & Team Support (20%)

- Collaborate with Directors of Programs to set and implement strategy for program/portfolio implementation
- Supports grant management and fundraising for program/portfolio Assist with organizational responsibilities that further the strategic goals of the organization.
- Collaborate with GRO's Leadership team to ensure programs are policy-relevant - that they advance policy goals and generate findings relevant to public policy
- Provide strategic guidance on policy priorities and advocacy strategies.

Qualifications

We are seeking candidates who have:

- At least 5+ years of experience managing or leading policy advocacy efforts
- Knowledge of or experience working in Georgia politics, legislative advocacy, and administrative advocacy is strongly preferred
- Prior experience building and/or managing a coalition advancing economic justice
- Deep knowledge of research related to racial income and wealth inequality, with strong familiarity of direct cash initiatives and policies
- A demonstrated commitment to and systemic understanding of racial, gender, and economic justice
- Strong written and verbal communications skills with the ability to effectively communicate with a variety of audiences, including policymakers, community-based organizations, and the media
- Strong organization and ability to develop and maintain systems
- A track record of collaborating and developing and maintaining strong working relationships with and among partners with different backgrounds

- Ability to see the big picture and to execute through strong organizational and project management skills
- A demonstrated commitment to meeting a high bar and a history of getting things done, even in the face of obstacles or multiple competing demands
- An ability and willingness to travel periodically and attend occasional evening obligations

Location

This role is based in Atlanta, GA. Remote work is permitted but candidates must live in Georgia and be available to work in the metro-Atlanta area regularly. The candidate may be expected to travel to locations across Georgia (up to 10% of the time). We currently have an office co-working space for staff in Atlanta where our team meets regularly.

Apply

Interested candidates should email their resumes and a brief cover letter as attachments to Sophen Joseph at admin@thegrofund.org and copy amit@thegrofund.org with the subject **“Application for Policy and Advocacy Senior Manager Position.”**

Cover letters should include:

- Why do you want to work for the GRO Fund?
- What experience do you bring to the role?
- What is not on your resume that we should consider?

Flexibility will be given for the candidate with the best fit. References will be requested from finalists.

The GRO Fund is an equal-opportunity employer that centers racial justice in its work internally and externally. We are committed to equity and diversity and to the recruitment and retention of people from backgrounds traditionally excluded from nonprofit leadership & philanthropy, including Black, Indigenous and people of color, LGBTQ+ individuals, and people with disabilities.