Director, Policy Alliances

Full-Time • Exempt • Reports to Executive Vice President • Washington, D.C. or Remote

Family Policy Alliance considers every position a ministry role. All team members are expected to:

- Hold a personal relationship with Jesus Christ and fully subscribe to FPA's Statement of Faith, Foundational Beliefs, Vision, Mission, Strategy, and Shared Values, while embracing individuals representing diverse communities within the Christian faith
- Demonstrate a mature personal faith, including a consistent devotional life and a clear sense of calling to ministry that advances biblical values through legislation, elections, and culture
- Work comfortably and respectfully alongside those holding non-Christian or secular beliefs, upholding the command to "love your neighbor as yourself"
- Exhibit poise and diplomacy shaped by Christian character — the Second Greatest Commandment, the Golden Rule, and the fruit of the Spirit

Position Overview

The Director of Policy Alliances works with FPA's alliance partners to advance biblical values through public policy at the state and federal levels. Through strong relationship building, service, and collaboration, this role facilitates and leverages the leadership of Family Policy Councils (FPCs), statesmen (state legislators), and social conservative allies in developing and advocating for legislation, including FPA-led initiatives.

Qualified applicants (those with a minimum of 8-10 years relevant work experience in addition to all other qualifications listed below) may be considered for a Vice President-level position.

Key Responsibilities

Strategy & Mission Leadership

- Participate as a mission leader across FPA's four strategic areas — mobilization, education, advocacy and convening — using a collaborative, team-building approach to ministry operations and strategy.
- Communicate objectives clearly and consistently to internal team members, allies, and vendor partners as appropriate
- Remain current on internal strategic initiatives and external events that may shape ministry strategy, programs, and offerings.

Policy Development & National Initiatives

- Research, develop, and advocate FPA's policy positions and the positions of alliances hosted by FPA at the state and federal levels.
- Identify and advance two to three sustained national policy campaign initiatives each year.
- Coordinate coalitions for these initiatives, bringing together statesmen, Family Policy Councils, and national allies aligned on the issue.
- Work with and host allies to develop initiative resources as needed, including draft legislation, talking points, and expert-witness lists.
- Stay current daily on opportunities to advance or oppose state and federal social conservative policy.

Alliance & Coalition Engagement

- Serve statesmen and Family Policy Councils by helping meet their policy needs and leveraging their leadership in advocacy efforts.
- Develop and maintain relationships with public policy counterparts among national allies, participating in strategically aligned coalitions and committees.

- Curate content and help determine invites for alliance calls and meetings.
- Host virtual meetings/calls to train, equip, and collaborate with FPCs, statesmen, and other allies.
- Recruit subject-matter experts for education products, convenings, advocacy, and mobilization efforts.

Communications, Education & Mobilization

- Collaborate with Marketing & Communications to maximize audience growth and engagement around policy issues and to strategically communicate impact to supporters and the media.
- Write and direct action alerts that advance legislation, grow FPA audiences, and keep existing audiences engaged.
- Help to develop and share a steady flow of content and narratives for educational programs, events, earned media, and mission advancement.
- Work extensively with Marketing & Communications, Government Affairs, Education, voter mobilization, and church engagement teams to advance FPA policy priorities.

Media & Convening

- Conduct and participate in national and local media opportunities, including interviews and quotes, to promote policy that advances FPA's vision and mission.
- Participate and present at conferences that strengthen alliance-building and legislative relationships.
- Curate content for the Social Conservative Policy Conference (SoConCon), including developing and leading one or more sessions, likely tied to an FPA policy initiative for that year.
- Perform other duties as assigned in support of the team.

Qualifications

- A mature personal faith, including a consistent devotional life, a deepening relationship with Christ, and adherence to the ministry's Statement of Faith, while embracing individuals representing diverse communities within the Christian faith.
- Bachelor's degree in public policy, political science, public relations or a related field. Five or more years of relevant professional experience.
- Builds a culture of trust, addresses conflict candidly and respectfully, and works effectively in a collaborative, team-centered environment with internal and external stakeholders.
- Comfortable working respectfully with those holding non-Christian or secular beliefs while upholding the command to "love your neighbor as yourself."
- Politically savvy, action-oriented, and relational, with the credibility to become a trusted policy resource for FPC leaders, statesmen, and social conservative national leaders.
- Self-starter who can move from concept to execution independently and thrive in a fast-moving legislative environment with many competing policy priorities.
- Passion for pro-family policy and knowledge of the legislative and ballot-issue process.
- Strong political judgment with the ability to recognize and act on emerging opportunities quickly.
- Natural coalition-builder who seeks to develop new relationships among allies and, where possible, opponents.
- Poise and diplomacy shaped by Christian character, including the Second Greatest Commandment, the Golden Rule, and the fruit of the Spirit.
- Persistent optimism, patience, and a realistic understanding of the pace and limits of the political process.
- Strong oral and written communication skills and the ability to think creatively about policy solutions.
- Aptitude for technology, including Microsoft 365, constituent relationship management (CRM), and advocacy platforms.
- Policy staff experience is preferred, particularly experience in a legislative or leadership office.

Work Environment & Travel

- Remote position, with options to work from partner locations in Washington, D.C.
- Requires flexibility for occasional evening and weekend work
- Some travel required

Salary commensurate with experience – $100,000+**, Benefits** package benefit list

About Family Policy Alliance

Family Policy Alliance is a non-profit, 501(c)(4). Together with our 501(c)(3) ministry, Family Policy Alliance Foundation, we are dedicated to a nation where God is honored, religious freedom flourishes, families thrive and life is cherished.

If you have the above qualifications, please submit your **resume** and a **cover letter** stating the reasons you would like to work for Family Policy Alliance to careers@familypolicyalliance.com. Thank you for your interest in Family Policy Alliance.