



NCEL

National Caucus of
Environmental Legislators

NCEL Grid Specialist

Supervisor: Climate and Energy Manager

Location: Fully Remote within the United States

Compensation Range: \$74,000 - \$83,000

Position Overview

The Grid Specialist leads NCEL's state policy work on topics relating to transmission and electricity markets. The ideal candidate is an outgoing network-builder who enjoys outreach and collaboration. The candidate has a passion for policy advancement and is highly skilled at verbal and written communication. This position reports to the Climate and Energy Manager.

They are adept at tracking grid policy developments at the federal, regional, and state level and identifying pressure points for legislator engagement. They enjoy planning webinars, organizing strategy sessions, hosting in-person issue briefings, and collaborating with advocacy partners on shared energy goals. The topic areas for this position could shift depending on organizational priorities and grant funding. This position requires up to 25% travel for meetings and events.

This position will be included in a union-represented collective bargaining unit, and specific terms and conditions of employment will be subject to collective bargaining.

About NCEL

NCEL is a 501(c)(3) nonprofit that empowers a nonpartisan network of state environmental leaders to protect, conserve, and improve the natural and human environment. We believe that the key to advancing sound policy in the states is well-informed legislatures with strong champions who can advocate on behalf of the environment, develop shared strategies, and collaborate with their peers across the country on shared learning and action.

Roles & Responsibilities

Project Coordination and Strategy

- Lead initiatives and events for legislators around critical transmission and electricity market concepts and identify new opportunities for legislator engagement.
- Highlight ways to incorporate public interests into transmission and electricity market policy, including environmental justice, Tribal consultation, and conservation.
- Execute action opportunities and identify long-term strategies for engaging legislators around grid policy in each U.S. RTO region.
- Collaborate and build out new relationships with key local, state, regional, and national partners.
- Represent NCEL at coalition meetings and national convenings.
- Contribute to the grant writing process for project proposals, working with the Chief Partnership Officer and program leadership.

Policy Analysis Research, Analysis, and Communication

- Track and analyze legislative trends and share updates with NCEL members and key allies.
- Develop materials including fact sheets and briefing books on specific issues.
- Develop website content including legislative spotlights and blog posts related to policy developments.
- Phone, email, and in-person outreach to state legislators to support policy work.

- Recruit state lawmakers to join the network.
- Identify ways to engage new legislators in energy policy who have shown interests in other topics like environmental justice, tribal sovereignty, water, climate change, and conservation.
- Facilitate information-sharing and coaching among NCEL members.
- Serve as a subject area expert on policy matters related to the transmission and electricity markets for NCEL programs and members.

Meetings and Events

- Organize regional events to convene legislators around transmission policies specific to targeted state contexts.
- Work with partner organizations to plan local events such as in-state meetings or site tours related to program work.
- Plan webinars and convene virtual working groups on grid related topics.
- Conduct visits to state capitals during the legislative session to meet with legislators and host briefings.
- Follow up with legislators after meetings and events and provide continued support.
- Present on state-level grid and energy policies during internal and external national and regional events to support the expansion of NCEL's member network and partner connections.

Qualifications

Minimum Qualifications

- Three to five years of experience in policy or political organizing at the state, territorial, federal, Tribal, or community level and/or advocating for specific issues.
- Knowledge or experience working with policies related to transmission and electricity markets.
- Strong written and verbal communication skills and ability to convey complex information in simple terms.
- Must have experience in Google applications and basic database management.
- Ability to work independently with strong time management skills and attention to detail.
- Proximity to an airport and ability/willingness to travel to events across the country.
- Proficiency in spoken and written English
- Authorization to work for any employer in the United States is required

Preferred Qualifications

- A four-year degree from an accredited college or university.
- Experience working with underserved, overburdened, or frontline communities.
- Experience working with elected officials and/or on campaigns.

Compensation

The salary range for this position is \$74,000 - \$83,000 and is commensurate with experience and qualifications. Most candidates will be hired near the starting end of the range. Internal equity will also be reviewed and considered to determine a final offer.

NCEL also offers a generous leave and comprehensive benefits package for full-time employees, including:

- 401(k) retirement plan with a 5% employer contribution regardless of personal contribution.

- 100% employer-paid health insurance; dental, and vision insurance also offered.
- Generous paid time off, including 15 vacation days in the first year of employment, 12 sick days per year, 5 personal days per year, and 13 holidays per year.
- Additional office closures to promote staff rest and well-being, including every fourth Friday, Summer Fridays, the week between Christmas and New Year's, and the week after NCEL's National Forum.
- Eight weeks of paid parental leave (full-time employees qualify after three months of employment).
- Annual professional development stipend (currently at \$500 per year).
- A 4-week paid sabbatical after every 5 years of employment for full-time employees.

This information is intended to comply with all applicable pay transparency law requirements.

To Apply

Please send a single PDF document with your resume and a cover letter to hr@ncelenviro.org with the subject line "2026 Grid Specialist." All submissions will be treated confidentially. **Applications will be reviewed on a rolling basis with a deadline to apply by September 30.**

Equal Employment Opportunity and Reasonable Accommodations

NCEL is an Equal Opportunity Employer. We are committed to creating an inclusive environment for all employees. We do not discriminate based on race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status, or any other protected characteristic as outlined by federal, state, or local laws.

Applicants with disabilities may be entitled to reasonable accommodation under the Americans with Disabilities Act and applicable state or local laws. A reasonable accommodation is a change in the way things are normally done which will ensure an equal employment opportunity without imposing undue hardship on NCEL. If you need assistance completing this application or to otherwise participate in the application process, please email hr@ncelenviro.org. Please describe what adjustments you are requesting, and please do not share any medical information in your request.