



# National Policy Director

## Grounded Solutions Network

Washington, DC (Hybrid)

Salary: \$110,000–\$145,000

### The Organization

Grounded Solutions Network is a national affordable housing focused nonprofit dedicated to shaping communities to be equitable, inclusive and filled with opportunity for all. Where we live matters. Housing determines what opportunities we have and how our kids grow up. Everyone should be able to live in a place that offers opportunity: access to jobs, parks, public transit, quality schools and stable homes. Strong and inclusive communities provide the foundation that people and families need to thrive, both in the present and for future generations.

As a national membership organization, we support nonprofit and government practitioners, community resident leaders, advocates, elected officials, and other housing professionals with the tools, resources and knowledge they need for success. We promote the creation and preservation of quality housing that remains affordable for generations. Our work specifically targets creating and expanding housing with lasting affordability, using a racial equity lens.

Grounded Solutions Network is committed to fostering an organizational culture rooted in critical thinking and consciousness about race and class. We seek candidates who are dedicated to achieving racial equity as both a process and outcome. We are committed to building a staff team that is as racially and culturally diverse as the communities that we serve. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

### The Position

The National Policy Director will design and lead both the short-term and long-term policy agenda for Grounded Solutions Network, with responsibility for shaping the organization's federal legislative, regulatory, and advocacy priorities. This is a high-visibility role at a critical moment. Federal housing programs face significant uncertainty, and the shared equity field needs a skilled, resourceful advocate who can protect and advance policy wins across a divided political landscape.

The ideal candidate brings deep knowledge of affordable housing and housing finance, demonstrated experience influencing federal policy and legislation, and the ability to work across the aisle. They are a credible, public-facing voice. They should be comfortable meeting with Congressional offices and federal agencies, writing for a broad audience, and representing the organization in coalitions and media.

This role is also expected to contribute to revenue generation for the department, including identifying and cultivating funding opportunities. Candidates should come prepared to discuss their experience with fundraising, contracting, or business development.

### The Position (Cont.)

Core components of the role include:

- Designing and advancing the organization's federal legislative, regulatory, and advocacy agenda
- Engaging Congressional offices, federal agencies, financial institutions, and coalitions
- Communicating with and mobilizing members and stakeholders on advocacy efforts
- Producing policy briefs, public comments, talking points, articles, and other written materials
- Representing Grounded Solutions Network in coalitions and public forums
- Identifying and cultivating revenue-generating opportunities for the department

The National Policy Director must be able to work independently and collaboratively, exercise discerning judgment, and be driven to deliver meaningful policy outcomes for the field. This position reports to the VP of Housing Policy and will not initially supervise internal staff, though the expectation is that the role will grow. The Director should be able to manage projects and consultants with minimal oversight and contribute to a positive, collaborative organizational culture.

## THE IDEAL CANDIDATE

**The ideal candidate for the National Policy Director position possesses the following competencies:**

<b>Federal Policy Expertise</b>  Deep command of federal housing legislation, regulation, and rule-making, with a track record of moving policy at the federal level.	<b>Affordable Housing Knowledge</b>  Substantive understanding of HUD programs, housing finance, and shared equity models, with the ability to translate complexity for diverse audiences.	<b>Bipartisan Advocacy</b>  Skilled at building relationships and advancing priorities across the political spectrum, including with Congressional staff and federal agencies.
<b>Coalition Building</b>  Experienced in forming and sustaining partnerships with national organizations, financial institutions, and advocacy networks.	<b>Strategic Communication</b>  A compelling writer and speaker who can produce policy briefs, talking points, articles, and public-facing materials that shape debate.	<b>Revenue Generation</b>  Comfortable identifying and developing new funding opportunities (e.g., grants, contracts, and partnerships) that sustain and grow the policy agenda.

## KEY RESPONSIBILITIES

### Program and Strategy Development

- Establish short-term and long-term policy priorities and a multi-year policy agenda in consultation with executive leadership and key stakeholders.
- Create and manage the National Policy annual workplan and budget.
- Track congressional activity, partner communications, and media related to shared equity housing expansion goals and federal policy priorities.
- Build and maintain strategic relationships with partners, Congress, federal agencies, financial institutions, and GSEs to advance legislation and rule-making that scales the field.
- Design and implement strategies to increase effective member and stakeholder engagement in advocacy.
- Identify solutions and work through partnerships and coalitions on issues affecting the shared equity and broader affordable housing field, including federal programs, funding, and financing.
- Foster new opportunities and strategies to scale housing with lasting affordability, particularly for communities of color.
- Identify, cultivate, and develop revenue-generating opportunities for the department, including grants, contracts, and partnerships.

### Program Implementation

- Track and analyze emerging legislation, proposed rules, regulations, and institutional policies; evaluate impact and potential points of intervention; and draft appropriate written products (e.g., bill proposals, public comments, Congressional meeting protocols, policy briefs).
- Collect targeted data to meet requests from Congress, federal agencies, and financial institutions.
- Meet with, present to, and establish relationships in Congressional offices and committees, federal agencies, financial institutions, and other strategic partnerships to advance the program agenda.
- Oversee the content planning and implementation of the organization's Congressional events and office meetings.
- Lead planning and outreach for GSN member federal legislative advocacy with limited support from the member engagement team; draft supportive materials including talking points, fact sheets, and resources.
- Partner with national organizations and participate in coalitions that advance the organization's policy agenda; recommend what GSN will endorse and what members should be asked to support.
- Coordinate partnerships with Government Sponsored Enterprises, lending institutions, and trade associations to improve access to sound and competitive financing for shared equity homebuyers and nonprofits.
- Lead outreach toward an annual goal for membership recruitment of additional strategic national policy coalition partners.
- Help identify and contribute to fundraising efforts and grant proposals.
- Contribute to thought leadership in the field through presentations, articles, reports, and media.
- Measure and evaluate implementation activities; make recommendations for improvement.

## QUALIFICATIONS

- Deep knowledge of federal housing programs, particularly HUD (HOME, CDBG), and the housing finance system (FHA, Treasury, the GSEs, VA, and USDA).
- Strong familiarity with shared equity homeownership models and community land trusts.
- Deep understanding of how systemic racism has shaped federal, state, and local housing policy and community development.
- Demonstrated ability to analyze and respond to federal legislation, rules, and policies, and to craft clear, persuasive written products for diverse audiences.
- Proven ability to shape bipartisan messages and balance evidence- and advocacy-based rationales across the political spectrum.
- Strong relationship-builder with experience engaging Congressional offices, federal agencies, financial institutions, and national coalitions.
- Experience contributing to public discourse through writing, speaking, presentations, or media; a visible professional profile in the affordable housing field is a plus.
- Excellent organizational and project management skills; able to self-manage in a fast-paced environment with minimal oversight.
- Proven ability to manage projects, consultants, and competing priorities concurrently.

### Education and Experience

- Master's degree in Public Policy, Political Science, Government Affairs, or a related field preferred; equivalent professional experience will be considered.
- 8 or more years of experience in affordable housing, federal programs, policy, or government relations.
- Experience with federal legislative and rule-making processes; Congressional staff experience strongly preferred.
- Candidates from financial institutions, GSEs, banking regulation, or housing finance policy backgrounds are welcome.
- Proven track record in revenue generation, including fundraising, contracting, or business development.

## COMPENSATION AND LOCATION

The starting salary range for this position is \$110,000 to \$145,000 annually, commensurate with experience. The organization is prepared to offer toward the top of the range for an exceptional candidate.

This role is based at Grounded Solutions Network's Washington, DC headquarters on a hybrid schedule, with 2-3 days per week in the office. Travel is required approximately 4-8 times per year for conferences, events, and organizational meetings.

## BENEFITS

Grounded Solutions Network offers a competitive, comprehensive benefits package including health and dental coverage, a matching 401(k), and paid time off. Staff work in a collaborative environment alongside colleagues who are deeply committed to housing equity and community development. The organization supports professional growth and development.

Omar Lopez  
Principal

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[Submit an application](#)