Idaho and Montana Policy Manager

November 2026

Renewable Northwest (RNW) seeks a **Policy Manager** to represent the organization in the states of Idaho and Montana to support legislative, regulatory, and coalition-building activities, with the goal of strengthening and expanding clean energy infrastructure in the Northwest. The RNW office is based in Portland, OR. This position is remote, but must be located in Montana or Idaho with a preference for being located within a 1.5 hour drive of Boise, ID. Travel across the west is required. *While this role is scoped at the Manager level, we are open to hiring at the Senior Manager level for a candidate who brings the right mix of experience and skills.*

ABOUT RENEWABLE NORTHWEST

RNW is a regional nonprofit clean energy advocacy organization whose mission is to strengthen and expand clean energy infrastructure for the Northwest. RNW serves four Northwest states: Idaho, Montana, Oregon and Washington. Member organizations include leading renewable energy businesses, environmental organizations, consumer groups and other renewable energy sector affiliates.

RNW offers a dynamic, challenging, and rewarding workplace where staff collaborates with members and allies to move the Northwest toward a clean energy future. Employees hold individual responsibility for respective focus areas, but are well supported by fellow staff who collaborate closely across policy, regulatory and industry sectors. Visit the RNW website for additional background information.

STATEMENT OF INCLUSION

RNW values a diverse workplace and strongly encourages people from diverse backgrounds to apply for this position, including people of color, people with disabilities, immigrants, people with lived experience, and members of the LGBTQ+ community. RNW is an equal opportunity employer. Applicants will not be discriminated against based on race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.

RENEWABLE NORTHWEST

PRINCIPAL DUTIES AND RESPONSIBILITIES

- Represent RNW as the lead on policy issues in Idaho and Montana.
- Represent RNW in the Idaho and Montana State legislatures and assist policy efforts in other states as necessary.
- Partner with RNW colleagues to advance regulatory and local policy initiatives in Idaho and Montana.
- Collaborate with contract lobbyists, consultants, member organizations, and state and local policymakers to advance policy proposals; educate policymakers on the barriers to and benefits of renewable energy.
- Analyze and develop utility, state, and regional renewable energy policy proposals.
- Convene RNW colleagues, member organizations, and other partners to build coalitions in support of transmission and renewable energy development; conduct briefings and respond to information requests as needed.
- Develop trust and maintain relationships with RNW colleagues, members, external partners, policymakers, regulators, the broader environmental community, community-based organizations, and other key stakeholders.
- Grow personal aptitude and contribute to the team's combined expertise on topics such as renewable energy policy, renewable energy siting, energy and emissions regulation, transmission, regional markets, and integrated resource planning.

QUALIFICATIONS

- Knowledge of the bulk electric system, energy policy issues, the utility regulatory process, or land use principles.
- Experience and knowledge of Idaho and Montana state policy and legislative processes.
- Combination of college level coursework and 2-3 years professional experience in clean energy public policy, or advocacy. Relevant experience includes (but is not limited to) work in utility, land-use, local economic development organizations, political, research institute, renewable development, policy, legal, or government settings; OR
    - A graduate degree in a relevant field. Relevant fields include, but are not limited to, law, policy, engineering, business, or finance.
- Stellar communication skills including writing, editing and public speaking skills.
- Strong relationship building skills with internal and external partners.
- Ability to work both independently and collaboratively.

- Ability to manage multiple tactical projects while advancing cohesive overarching strategy.
- Ability to work efficiently, yet strategically, within tight deadlines.
- Must be passionate with a productive work ethic.
- Experience with Excel, PowerPoint, and Google Apps (Drive, Docs, Sheets, Gmail).
- *Preferred: experience working in a non-profit setting with a mission-driven staff and board.*

COMPENSATION AND BENEFITS

- Policy Manager Salary Range: $90,000 - $100,000
    - *While this role is scoped at the Manager level, we are open to hiring at the Senior Manager level for a candidate who brings the right mix of experience and skills.*

RNW offers a comprehensive benefits package, including:

- Excellent medical, vision and dental plan for employee and family members
- Unlimited PTO after 1 year of employment
- Paid family medical leave
- Monthly mobile phone stipend
- Flexible work schedule
- Employer contribution to a 401(k) retirement plan

TO APPLY

Submit the following materials in **PDF** format via email to: admin@renewablenw.org

- Cover Letter
- Resume
- Writing sample, preferably relevant to the job description
- Selected candidates may be asked to provide 2-3 professional references as we move into final interview stages

Incomplete applications will not be considered.

Applicants must be authorized to work for ANY employer in the U.S. We are currently unable to sponsor or take over sponsorship of an employment visa.

Application Deadline: Open until filled