



Climate Equity Policy Fellow

Job Description

July 2026

Title: Climate Equity Policy Fellow

Type: Full-Time Employee

Term: September 2026-September 2028

Location: Remote within Minnesota (with ability to regularly be in the Twin Cities)

Salary: \$70K/year + Benefits

CURE is a rurally based nonprofit dedicated to protecting and restoring resilient communities and landscapes by harnessing the power of the people who care. We work on a variety of issues facing rural Minnesotans, but at the heart of our work is the principle of energy democracy—that the people who are using energy should have a say in how it is produced, who owns it, and where it is located. To learn more about CURE's work and values, visit www.curemn.org.

Position Summary

CURE is seeking a highly organized, strategic, detail-oriented **Climate Equity Policy Fellow** to join the Policy and Energy Democracy teams and participate in a 2-year Climate Equity Policy Fellowship program.

The primary goal of the Climate Equity Policy Fellow position is to provide policy support and analysis while receiving training, mentoring, and coaching opportunities through programming aimed to develop expertise in equitable climate and clean energy policy and leadership.

Our ideal candidate is a strategic, visionary, community- and policy-oriented advocate that's passionate about justice and equity. The candidate knows how to work collaboratively, create authentic partnerships with groups representing diverse communities, and is committed to deepening their expertise on equitable energy and climate policy. This candidate is grounded in community-based organizing principles and has a foundational understanding of environmental issues, including lived experience.

The Policy Fellow will be supervised by CURE's Government Relations and Policy Director but will work as a member of various teams within the organization. While day-to-day work will be fully remote, proximity to the Twin Cities is essential for the duration of the legislative session (typically January through May), as participation in committee hearings and meetings with legislators will be required.



The Policy Fellow may also occasionally engage with matters before the Minnesota Public Utilities Commission, where dockets overlap with active policy priorities. This could include, for example, assisting CURE's Legal Director with writing comments on a proposed energy generation project, or attending a Commission hearing with the Supervisor or Legal Director.

Supervisor: Sarah Mooradian, Government Relations & Policy Director.

Grassroots Power Building, Public Policy Development & Advocacy

- **Support CURE's existing and developing programs and policies around climate and clean energy**
- Collaborate with state coalition partners to advance successful campaigns
- Educate and develop relationships with state partners and allies
- Evaluate new and existing policies and issue areas associated with climate justice and energy equity that CURE may want to pursue
- Support state-level campaigns and regulatory actions to advance policy solutions
- Support in writing comments and testimony, policy memos, public communications pieces, and attending meetings or hearings as necessary.
- Conduct research and policy analysis to support advocacy efforts
- Facilitate meetings with community, government, and business leaders to drive advocacy forward
- Support the development of toolkits, presentations, case studies, and other collaterals to help allies and partners in advancing policy efforts.
- Draft legislation in response to policy priorities elevated by CURE's grassroots leadership

Leadership & Professional Development

- **Participate in all cohort meetings, retreats, and trainings including the orientation, leadership development, and skills-based workshops related to the Climate Equity Policy Fellowship program**
- **Provide input and feedback on the Fellowship to ensure it reflects individual needs through quarterly meetings**

The above job description describes the general nature and level of work expected and not an exhaustive list of all responsibilities, duties, and skills required. The Policy Fellow, as a CURE staff member, may be required to perform duties outside of their everyday responsibilities from time to time, as needed.

A Strong Candidate Has:

- **Lived experience with frontline communities; this includes Black, Indigenous, and communities of color and rural and low-income and working-class communities**
- Demonstrated commitments to racial, social, and environmental justice
- Demonstrated capacity for a solid policy or legal analysis, both written and verbal, in formal and informal mediums
- Demonstrated understanding and role of community organizing and participatory processes in policy setting and public policy advocacy

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- Desire to work with rural communities and Indigenous peoples in their efforts to protect their environments and actively participate in our shared democratic future
 - Deep commitment to grassroots power-building and policy development
 - Strong interpersonal skills to be able to communicate effectively with staff, other professionals, and our constituents, both orally and in writing
 - Ability to work well in a team and establish positive relationships with the CURE staff and our partners
 - Manages time effectively to organize multiple tasks and deadlines
 - Education: Bachelor's degree. Masters, J.D., or other professional degrees a plus but not required.

Time Commitment:

- Full time, at 32 hours/week. However, the nature of the legislative session may require the Policy Fellow to work beyond this, including evenings and weekends. Occasional travel will also be required.

Salary & Benefits

Salary: \$70,000/year. CURE operates as a “flat” organization. The salary structure is lineal in design. All staff members earn the same amount, regardless of education, experience, or time with the organization.

Benefits:

- Individual Coverage Health Reimbursement Arrangement (ICHRA) Plan. You have the choice to either opt-in or opt-out of the CURE ICHRA Plan. As the name implies, ICHRA is based on reimbursing employees for insurance rather than buying it for them. At a high-level, the way ICHRA works is quite simple:
 1. Employers design their plan, including defining which employees are eligible and establishing reimbursement limits.
 2. Employees purchase the individual plans they want.
 3. Employees submit claims for reimbursement.
 4. Employers reimburse employees for valid claims.
- Simplified Employee Pension (SEP-IRA) Plan. CURE provides discretionary contributions in each calendar year to the SEP-IRA Pension Plan. CURE's discretionary contribution to this plan has been at ten percent (10%) of employees' annual gross salary since its inception. The SEP contribution is made at the end of each month.
- Paid Time Off (PTO). Effective January 1, 2023, CURE's PTO policy does not have a limit on sick, personal or vacation days, as long as work requirements and expectations are met. Extended vacation or PTO may require approval from the Supervisor or Executive Director.
- Holidays. CURE currently has twelve (12) paid Holidays per year.
- Paid Family and Medical Leave.
- CURE will provide you with a laptop and printer which is set up to CURE's specifications.
- Additional equipment may be purchased only with the approval of the Executive Director.
- \$50 per month Cellular Telephone Reimbursement

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- \$50 per month Home Internet Reimbursement (subject to submission of required monthly documentation)

How to Apply:

Application materials:

- 1-2 paragraph Statement of Interest (in lieu of a cover letter)
- Resume
- One writing sample authored solely by the applicant
- Additional writing samples or other work products that show relevant interest or skills are welcome but not required

Send materials to cure@curemn.org with the subject line “Application for Policy Fellow Position.”

If you are interested in this opportunity but are unsure if your experience is sufficient, we encourage you to apply. We would appreciate the opportunity to consider your application and how your talents and experience can bring value to this role. **The application deadline is EOD Thursday, August 6th, 2026.**

Hiring Statement

CURE is committed to attracting, developing, and retaining exceptional people and to creating a work environment that is dynamic, rewarding, and enables each of us to realize our potential. CURE's work environment is safe and open to all employees and partners, respecting the full spectrum of race, color, religious creed, sex, gender identity, sexual orientation, national origin, political affiliation, ancestry, age, disability, genetic information, veteran status, and all other classifications protected by law in the locality and/or state in which you are working.