National Hydropower Association

Regulatory Affairs Manager or Sr. Manager

NHA is the national trade association advancing the interests of the water power industry, which provides clean, affordable, and around-the-clock reliable electricity to 25 million Americans. We advocate on behalf of the industry, shape critical policy developments affecting hydropower, and connect our members to one another through national and regional events throughout the U.S.

Position Overview

The National Hydropower Association (NHA) seeks a Policy Manager or Sr. Policy Manager to serve as a key member of our regulatory policy team, focusing on emerging policy issues that affect the hydropower industry. This position combines federal advocacy, thoughtful analysis, and strategic policy monitoring to ensure NHA members stay ahead of evolving standards and markets. This role will work with but is not on our Congressional team. ***Professional experience in at least one area of energy or electricity policy (including FERC and ISO/RTOs), resource agency policy, energy finance, or related organizations required*.**

Key Responsibilities

Member Engagement

- NHA is a member-driven trade association and member engagement is a foundational element of this role.
- Serve as a resource to members on emerging policy issues.
- Support monthly member committees and working groups focused on specific policy areas.
- Facilitate information sharing and collaboration among members on policy matters.

Federal Advocacy

- Engage with federal agencies on policy matters affecting hydropower, particularly in emerging issue areas, such as FERC licensing and re-licensing, resource agency requirements (e.g., USFS, NOAA, EPA, etc.), and policy tools new to the hydropower industry, such as tax credits/direct pay.
- Participate in stakeholder processes, comment periods, and working groups.
- Support the development of advocacy strategies.

- Build and maintain relationships with agency staff, other trade associations, and policy stakeholders throughout the energy industry. Given NHA's small size, relationships across the industry are an essential part of this role.
- Represent NHA at industry and policy events, including some evening hours.

Policy Monitoring & Analysis

- Monitor, analyze, and engage in shaping emerging policy developments, track federal agency proceedings, stakeholder initiatives, and standard-setting processes that may affect hydropower's value proposition.
- Identify opportunities and risks for the hydropower industry in evolving areas such as greenhouse gas reporting systems and energy credit markets.
- Provide timely briefings and analysis to internal stakeholders and members.

Thought Leadership & Communications

- Develop high-quality written content including policy briefs, white papers, issue summaries, and member alerts. Writing well – with and without AI – is an essential part of this role.
- Translate complex policy developments into clear, actionable insights for diverse member audiences.
- Contribute to NHA's internal and external communications and social media content.

Other Duties as Needed

NHA is a small, nimble trade association that requires flexibility and team spirit to thrive. The person in this role needs to be adaptable and have the essential skills necessary to pivot as needed.

Qualifications

Required

- Bachelor's degree.
- 3-10 years of experience in energy or environmental policy, or the ability to demonstrate transferability of experience.
- Strong analytical skills with the ability to synthesize complex information from multiple sources and understand as well as challenge results.
- Exceptional written and verbal communication skills, with demonstrated ability to write for policy audiences.

- Knowledge of federal policymaking processes and regulatory frameworks and demonstrated history of advocacy basics.
- Self-starter with strong project management skills and ability to work independently while collaborating with a strong internal team.
- Commitment to serving the interests of NHA members.

Compensation & Benefits

Salary range: $75,000 - $105,000, commensurate with experience.

NHA offers a comprehensive benefits package including health insurance, retirement plan, professional development opportunities, and flexible work arrangements.

Work Environment

This position is based in NHA's Washington, DC office on a hybrid schedule. In-office requirements are currently Tuesday and Thursday, while additional in-person events in the DC area are necessary to thrive in this role. Travel of at least 10 percent is required.

To Apply

Please submit a resume and cover letter to Kimberly Costner at Celebratehydro@gmail.com.