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[www.futurewise.org](http://www.futurewise.org)



June 12, 2026

**Position Title:** Communications Manager

**Starting Salary Range:** \$72,500-\$82,500

**Position Type:** Full-time, exempt. The position is hybrid, with at least one day of work per week in the Seattle office.

### **About Futurewise**

Futurewise works throughout Washington state to encourage healthy, equitable and opportunity-rich communities, and to protect our most valuable farmlands, forests, and water resources through wise land use policies and practices. We are a growing nonprofit, leading nationally groundbreaking policy development, advocacy, and legal strategies in our field.

In the past five years, Futurewise has won major victories in the state legislature that require cities and counties to increase housing abundance and affordability, dismantle exclusionary zoning, prevent displacement, combat health disparities and environmental injustice, reduce greenhouse gas emissions, and foster transit-oriented, climate resilient communities for all. These new state requirements build on Futurewise's longstanding priorities to protect the beloved ecosystems, local food systems, and natural beauty of Washington State.

On the heels of our state legislative wins, Futurewise is growing to meet the needs for successful implementation across our state. We are building new local advocacy coalitions, forming new community partnerships, and increasing staff capacity.

### **Position Overview**

Futurewise seeks a **Communications Manager** to lead and implement an organization-wide communications strategy that advances our mission and values. This position blends big-picture strategy with hands-on execution. We are looking for a great storyteller who can set a clear overall narrative and help each point of communication reinforce that narrative. We are also looking for a great project manager who can design specific communications campaigns, develop compelling content, engage diverse audiences, and support advocacy, fundraising, and community-building efforts.

The Communications Manager will work closely with staff, partners, and stakeholders to elevate Futurewise's profile and expand our reach. A successful candidate will need to feel a personal connection and passion for the Futurewise mission.

### **Responsibilities**

#### Strategy & Planning

- Develop, implement, and evaluate a comprehensive communications strategy both internal and external along with core narrative that aligns with the organization's goals and values.
- Manage an organization-wide communications calendar to support advocacy, fundraising, and events.
- Anticipate and respond to emerging opportunities and challenges; advise leadership on proactive messaging and media strategy.





### Content Creation & Storytelling

- Write, edit, and publish content across platforms: newsletters, reports, press releases, blog posts, social media, and campaigns.
- Develop compelling stories that highlight the impact of our policy, advocacy, and legal work.
- Leverage positive earned media and respond to negative attacks or misinformation.
- Partner with staff and supporters to create narratives that integrate data and lived experience while reflecting organizational values for ethical storytelling.
- Lead on creation of the annual Impact Report and other major publications.

### Digital & Media Management

- Manage the Futurewise website, email marketing, and social media channels to grow reach and optimize engagement.
- Produce and distribute regular advocacy alerts, e-newsletters, and campaign updates.
- Support program staff to develop project- and campaign-specific collateral for use with funders, partners, decision makers and the public.
- Manage communications evaluation and analytics to inform strategy and optimize engagement.
- Build and maintain relationships with press, including hyper-local and ethnic media outlets; draft and pitch stories, editorials, and op-eds.

### Brand & Design Oversight

- Safeguard Futurewise's brand identity and ensure consistency across materials.
- Create or oversee design of graphics and collateral (Canva/Adobe Suite).
- Manage photo and media asset library.

### Collaboration & Stakeholder Engagement

- Support staff, board, and volunteers in amplifying our programs; train and equip them to serve as spokespeople.
- Collaborate with fundraising staff to craft appeals, donor communications, and campaign messaging.
- Work closely with coalition partners to ensure communications are inclusive, accessible, and aligned with movement priorities.

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### **Qualifications:**

- 3+ years of experience in communications, marketing, or public affairs (nonprofit or advocacy preferred).
- Strong writing, editing, and storytelling skills across multiple formats.
- Demonstrated commitment to racial equity, anti-oppression, and justice-centered communications.
- Experience in managing digital platforms (WordPress, social media, email marketing).
- Ability to manage multiple projects, meet deadlines, and work collaboratively in a fast-paced environment.
- *Preferred qualifications:*
  - 4+ years of experience in communications, marketing, or public affairs (nonprofit or advocacy preferred).
  - Experience with press/media relations and pitching.
  - Familiarity with policy, legislative, or legal communications.





- Experience supporting fundraising/development communications.
- Graphic design and/or web development skills.
- Familiarity with CRMs (Salsa, EveryAction, etc.).
- Multilingual skills, especially languages spoken by frontline partners.

### **Benefits**

- Full medical, dental and vision coverage.
- Simple IRA match up to 3% of salary.
- Transit pass.
- Generous paid time off, including 11 paid holidays, a one-week winter break between Christmas and New Years, and accrued vacation time starting at 16 days per year.
- Flexible work environment with hybrid in-office/remote schedule.

### **To Apply**

Please submit your resume, cover letter, and 2–3 work samples (such as writing samples, social media campaigns, or communications pieces) as PDFs to [jobs@futurewise.org](mailto:jobs@futurewise.org) with “Communications Manager – [Your Last Name]” in the subject line. Address the cover letter to “Hiring Manager” and label all materials with your last name. Applications will be reviewed on a rolling basis until July 3, 2026.

### **Equal Opportunity Employment**

Futurewise is an Equal Opportunity Employer that values diversity in all areas of our operations. We are committed to equal opportunity employment and promotion for all qualified persons without regard to race, color, age, religion, sex, marital status, sexual orientation, gender identity, national origin, citizenship, military or veteran status, the presence of any sensory, mental or physical disability, pregnancy and childbirth, family responsibilities, or any other basis protected by applicable laws, regulations, or guidelines relating to discrimination in employment.

For more information, visit the Futurewise website at [www.futurewise.org](http://www.futurewise.org).

