



Clean Virginia

Job Description: Energy Policy Fellow (Fall 2026)

Clean Virginia is an independent and bipartisan advocacy organization with an associated Political Action Committee. We are working toward a Virginia where clean, affordable, and reliable energy is accessible to all, and where elected officials are accountable to the communities they serve. We believe in a government where the public interest has the biggest voice in our policy process and political system—not special interests or corporate monopoly utilities.

Clean Virginia is working toward this vision in three ways. We:

1. Work with a broad movement to engage the public about the harmful impacts of corruption in Virginia and organize communities to promote good governance and energy reform.
2. Engage in innovative research to advance the next generation of energy policy in Virginia.
3. Support delegates, state senators, and candidates for Virginia's General Assembly and Executive Branch who share a principled stance of refusing contributions from publicly regulated utility monopolies through Clean Virginia Fund, Clean Virginia's Political Action Committee.

About Us

We are a small team of dedicated people headquartered in Charlottesville, Virginia. We are a highly collaborative staff, and we lean on the collective experience, knowledge, and skills of our team and cultivate interpersonal trust and open communication. Clean Virginia believes a staff that reflects the Commonwealth's diversity is central to our organizational goals of advancing clean governance and an equitable clean energy transition in Virginia. We are committed to 1) building an inclusive team at Clean Virginia in which diversity is deeply appreciated for its ability to strengthen teams, 2) fostering a welcoming work environment in which everyone feels safe, respected, and valued, and 3) offering equitable employment policies and benefits.

Job Description

Energy Policy Fellow

The Energy Policy Fellow will support the organization's strategic goals by conducting detailed research on a variety of Virginia energy topics, likely including energy affordability, data center energy demand and cost allocation, performance-based regulation, utility rate design, all-source competitive procurement, and state energy planning.

This position reports directly to Clean Virginia's Energy and Regulatory Policy Director and will work closely with Clean Virginia's energy team.

Timeline: The ideal Energy Policy Fellow will work full-time for at least 10 weeks, starting by early September. Part-time applicants will be considered.

Location: We prefer a candidate who is located in Charlottesville or Richmond. Our full team currently works two days a week in our Charlottesville office; our in-person office time is subject to change if needed in order to meet our mission. This position may work remotely three days per week.

Duties and Responsibilities

- Support Clean Virginia's energy team through the fall.
- Support and conduct independent energy and utility policy research, including through expert reports and academic journals, model policy and legislation from other state governing entities, utility regulatory filings and conversations with experts.
- Write and edit memos, issue briefs, and short reports for multiple audiences, including state legislators, Clean Virginia colleagues, and partner organizations.
- Ensure Clean Virginia's values of equity, diversity, and inclusion are centered in our research, policy proposals, and related content.
- Other duties as assigned by the Director of Energy and Regulatory Policy.

Preferred Qualifications

- Graduate degree in a relevant discipline, or current enrollment in the last year of a graduate program of a relevant discipline.
- Strong research, writing, and editing skills.
- Strong quantitative skills and proficiency with Excel.
- Ability to work independently and take ownership of projects and assignments.
- Strong interpersonal skills and attention to detail.
- Demonstrated interest in energy policy or regulation of utility monopolies.

Application Instructions: Please submit a resume, cover letter, and three references by filling out [this form](#). Please reach out to the hiring team if you need accommodations to complete the application process. We will not contact references until later in the hiring process, and not without your permission. Applications will be accepted until **September 29, 2025**, with screening interviews to follow soon after. Please direct any questions to hiring@cleanvirginia.org.

Clean Virginia is committed to a just, representative, and inclusive working environment and encourages people of color, women, persons with disabilities, and persons who are LGBTQ to apply.

Compensation/Benefits

Compensation is \$25 an hour with 90% of monthly health insurance coverage (only available for full-time), \$75 monthly personal device reimbursement, paid Virginia state holidays, eight hours of paid sick leave, and workers' compensation.