



Clean Virginia

Job Posting: Research Fellow

About Us

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. Learn more at www.cleanvirginia.org.

Clean Virginia believes a staff that reflects the Commonwealth's diversity is central to our organizational goals. 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.

Clean Virginia is headquartered in Charlottesville, Virginia. Our full team currently works twice weekly in our Charlottesville office from April through December, and daily in our Richmond office during the legislative session (January – March). Our in-person office time is subject to change if needed in order to meet our mission.

Job Description

Research Fellow

The Clean Virginia Research Fellow is a nine-month position running from fall 2026 to late spring 2027. The Fellow will support Clean Virginia's strategic goals through rigorous research and analysis of Virginia political system and energy regulatory policy, with particular focus on campaign finance reform, utility monopolies, utility mergers, data center growth and cost allocation, and regulatory reform. The Fellow will report directly to the Energy & Regulatory Policy Director and collaborate closely with Clean Virginia's policy team. The position offers an opportunity to develop expertise in Virginia's regulatory landscape while contributing to research and policy work that informs legislators, advocates, and other key stakeholders. The ideal candidate is a strong researcher and writer with an interest in energy policy and/or good governance issues, including campaign finance reform. This is intended as a full-time position, though part-time applicants may be considered.

Duties and Responsibilities

- Conduct independent research on a variety of issues, including Virginia energy policy and campaign finance reform.
- Research utility regulatory filings, expert reports, academic literature, model policies, legislation from other states, and relevant public records.

- Interview and engage with policy experts, academics, regulators, advocates, and other stakeholders to inform research.
- Write and edit memos, issue briefs, reports, and other materials for legislators, Clean Virginia colleagues, partner organizations, and other audiences.
- Develop and maintain expertise on emerging issues affecting energy regulation and corporate political influence in Virginia.
- Attend and share findings from advocate and stakeholder meetings on relevant issues.
- Ensure Clean Virginia's strategic imperative of equity, justice, and inclusion is included in all efforts.
- Perform other duties as assigned.

Essential Functions & Working Conditions

Clean Virginia is committed to the full inclusion of all qualified individuals. As part of this commitment, Clean Virginia provides reasonable accommodations to qualified persons with disabilities throughout the hiring process and during employment. This role will require:

- **Office Environment:** Primarily a sedentary office environment with frequent screen-based work and meetings, often in a stationary position (sitting or standing) for extended periods of time. Regularly meets with team members across different office spaces and conference rooms. An elevator is available in Clean Virginia's primary office space.
- **Equipment & Technology Operation:** Constantly operates a computer and other office productivity machinery (such as a cell phone, copy machine and printer) to process digital text, visual data and physical documents.
- **Communication:** Constantly communicates and exchanges accurate information, ideas, and data with colleagues, stakeholders, and external partners through written, verbal, and digital channels.
- **Visual Analysis:** Consistently inspects, analyzes, and assesses detailed information at close range (within a few feet) from digital texts, graphics, and reports that are primarily visual in nature.

Preferred Qualifications

- Graduate degree in a relevant discipline, or current enrollment in the final year of a relevant graduate program.
- Demonstrated interest in energy policy, utility regulation, campaign finance reform, or other relevant public policy fields.
- Strong research, writing, editing, and analytical skills.
- Strong quantitative skills and proficiency with Google workspace; experience working with data sets or conducting quantitative analysis is a plus.
- Ability to work independently, manage multiple projects, meet deadlines, and take ownership of assignments.
- Strong interpersonal skills and attention to detail.
- Familiarity with Virginia's policy landscape is a plus.
- Experience with regulatory filings, legislative research, policy analysis, or legal research is a plus.
- Available at least 30 hours per week through the end of April.
- Able to manage multiple priorities.

Compensation & Benefits

As a long-term fellowship, this position will include the following compensation and benefits:

- Compensation: \$25 per hour up to 40 hours per week.
- Benefits: Fellows may choose to participate in Clean Virginia's health, dental, and vision insurance plan. Clean Virginia covers 90% of the monthly insurance premium.
- Paid time off: 32 hours (4 days) of paid time off for every 10 weeks of fellowship service, prorated for shorter periods.
- Paid sick leave: 16 hours (2 days) of paid sick leave for every 10 weeks of fellowship service, prorated for shorter periods.
- Paid holidays: 8 hours of paid leave for each official Virginia state holiday observed by Clean Virginia staff.
- Personal device reimbursement: \$75 per month.
- Workers' compensation: Coverage provided in accordance with applicable law.

Clean Virginia's EEO Statement

*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. **We encourage candidates to apply even if they do not meet every preferred qualification.** We value diverse experiences and perspectives and recognize that candidates may bring different combinations of skills, experience, and expertise to the role. If you need a reasonable accommodation to complete the application or participate in the interview process, please contact hiring@cleanvirginia.org.*

Application Instructions: Please submit a resume and cover letter by filling out [THIS form](#). For applicants with a Google account, you may upload your resume and cover letter directly in the form. For applicants without a Google account, please email your cover letter and resume to Hiring@CleanVirginia.org using this naming convention for your documents:

- Resume: FirstNameLastName_Resume
- Cover Letter: FirstNameLastName_CoverLetter

Applications are reviewed as they arrive, with screening interviews to follow soon after, so early submission is recommended. Please direct any questions to hiring@cleanvirginia.org.