



Position Fact Sheet

California Building Industry Association

Director, Legislative Affairs

October 22, 2024



Celebrating over 45 years of excellence

This Position Fact Sheet is intended to provide information about the California Building Industry Association and the position of Director, Legislative Affairs. It is designed to assist qualified individuals in assessing their interest.



THE ORGANIZATION

Our client, the California Building Industry Association (cbia.org), is seeking a Director of Legislative Affairs to support the Senior Vice President of Legislative Affairs in his overall advocacy efforts for the Association and to maintain the status of the Association as the leading voice for housing in California.

The California Building Industry Association (CBIA) is a statewide trade association, based in Sacramento, representing more than 2,700 member companies including homebuilders, landowners and developers, trade contractors, architects, engineers, designers, suppliers, and industry professionals in the homebuilding, multi-family, and mixed-use development markets. CBIA's annual budget is \$8.0 million. The nineteen-member staff is effective and long-tenured. Thirteen of the Board's 51 members sit on the Executive Committee.

CBIA was established in 1943 and is the recognized voice of the homebuilding and land development industry in California. CBIA focuses on all three branches of state government, while local building industry associations advocate at city and county governments and the National Association of Homebuilders (NAHB) covers federal issues in Washington DC. Members of CBIA are also members of local affiliates and NAHB. CBIA also coordinates very closely with Leading Builders of America, the top 21 largest builders in the U.S., on key state legislative and regulatory policy issues.

CBIA has extensive legislative, technical, and legal programs. In addition to its government affairs department, CBIA provides industry communications, membership services, and a trade show, Pacific Coast Builders Conference (PCBC), that covers all segments of the industry including suppliers, designers, salespersons, infrastructure, political, environmental, and risk management professionals. PCBC (pcbc.com) is the largest regional builders' trade show in the nation. It features an extensive display of product innovations from hundreds of the industry's leading manufacturers and suppliers and a full educational conference with topical keynotes, seminars, and workshops in fields ranging from business strategies to marketing to product design to applied technology.

CBIA established the California Homebuilding Foundation (CHF) in 1978 as an independent 501(c)(3) tax-exempt organization, representing the state's



homebuilding industry. CHF's mission is to ensure the continued success of the homebuilding industry through the development of its current and future workforce, funding pertinent research, and honoring exemplary industry leaders. The Foundation (mychf.org) hosts California's top industry award, Hall of Fame.

CBIA has been instrumental in furthering state policies that:

- Simplify or eliminate restrictive, costly building regulations and introduce more flexibility into land use decisions.
- Balance the concern for the environment and energy conservation with the need for more attainable for-sale housing, more affordable rental housing, and removing impediments to building legally defined, affordable housing.
- Ensure that reasonable growth and development is both planned for and encouraged.
- Bolster the state's economic growth.

In recent years, CBIA's successes have included beating back efforts to impose costly, overly burdensome, inclusionary housing mandates, persuading the California Energy Commission to decrease new energy efficiency standards costs by 70 percent while maintaining a high standard for California housing, and launching a coordinated strategic effort to pass a \$9 billion school construction bond.

In the future, CBIA will continue to focus on advocating for logical, balanced CEQA reform and strategic regulatory relief that will continue to spur California's economic growth and relieve the state's housing shortage.

THE POSITION

CBIA's Director of Legislative Affairs supports the Senior Vice President of Legislative Affairs in the development and implementation of CBIA's legislative priorities by working with member companies and regional BIAs, as well as state legislators and the Administration, to help accomplish CBIA's policy objectives.



- Be an integrity-based voice for housing before the California Legislature and the Administration.
- Develop and maintain relationships with state legislators and their staff, Governor's office, and staff at numerous state agencies.
- Monitor, recommend positions, and actively lobby on bills of interest to CBIA.
- Draft bill position letters and testify in policy and fiscal committees on measures of interest to CBIA, as well as other related lobbying activities.
- Shepherd sponsored legislation through the legislative process and negotiate on bills of importance to CBIA, securing amendments to address industry concerns.
- Support the SVP with coordination of CBIA's Government Affairs Committee, as well as policy subcommittees.
- Support the SVP with coordination of legislative efforts with member companies and regional BIAs for state issues.
- Regularly communicate and engage with the SVP on public policy strategies and development of key legislative positions.
- Attend political fundraisers and other events.
- Occasionally travel to meet in person to build stronger relationships with CBIA Government Affairs Committee members.
- Other duties assigned by the SVP.

This is an outstanding opportunity to join an influential, statewide, 81-year-old trade organization, representing an industry that plays a significant role in California's economy. CBIA takes pride in advocating on behalf of people who need housing of all types and those who provide housing.

CBIA is committed to providing "Housing for All" and being an advocate for the most cost effective, environmentally friendly housing production techniques while still building attainable housing for middle class Californians. CBIA leads the state, the nation, and the world in these key policy areas and has fun doing it.



EXPECTATIONS FOR THE FIRST YEAR

Within the first 30 days...

- Will have met with all staff, key board members, CBIA Government Affairs Committee, external contract lobbyists, and key stakeholders.
- Will have begun a process to learn about the industry, the Association, and its processes, current legislation, and regulatory matters.

Within the first 60 days...

- Under the direction of the SVP, will begin actively supporting the Association in outreach to the membership, policymakers, and industry partners, as well as helping to achieve the Association's legislative priorities through active lobbying and the drafting of position letters and issue briefing materials.

By the end of the first year...

- Will have meaningfully contributed to CBIA being seen in the Capitol community as an effective consensus-builder and an honest broker that is integrity-based and the leading voice for housing advocacy in the California Legislature and Governor's Office.

PROFESSIONAL EXPERIENCE (in priority order)

- Minimum of five years of advocacy work in California as a registered lobbyist, work in the California State Capitol, or similar government affairs experience
- Current relationships with California statewide officials and staff
- Proven success in developing, analyzing, and supporting/opposing legislation and/or regulations
- Government affairs experience in a membership-based trade organization with coalition building is a plus
- Knowledge in any of the following policy areas is desirable:



- Housing
- Land use
- Local government planning (General Plan, Housing Element, Zoning)
- Water
- Transportation
- Environmental law
- Species
- Labor
- Construction/engineering

PROFESSIONAL COMPETENCIES (in priority order)

- High integrity
- Proven advocate
- Politically savvy
- Ability to work on complex tasks independently and as part of a team
- Excellent writing skills
- Exceptional communicator
- Ability to learn new issues relatively quickly
- Respected throughout the Capitol

EDUCATION/CREDENTIALS

- An undergraduate degree in political science, public administration, or related field
- Registered as a California lobbyist or the ability to do so
- An advanced degree in political science, public administration, or related field is a plus

CULTURE (in priority order)

- Team player
- Passionate about the value of homeownership
- In service to the membership



- Laser-focused on results
- Professional
- Collaborative internally and externally

THE COMMUNITY

This position is located in Sacramento, the capital of California and the county seat of Sacramento County. Sacramento is located at the confluence of the Sacramento and American Rivers and is connected to the San Francisco Bay by a channel through the Sacramento River Delta. The Mediterranean climate is characterized by damp, mild winters and hot, dry summers.

The city of Sacramento is the cultural and economic center of the Sacramento metropolitan area, the fourth largest city in California, and the 25th largest in the U.S. Local universities include California State University, University of the Pacific's McGeorge School of Law, and the University of California in nearby Davis. The UC Davis Medical Center, a world-renowned research hospital, is one of 19 hospitals in the Sacramento region. University of the Pacific is also opening new schools to train dentists and physician assistants, and the private California Northstate University Medical Center is planning to open north of town.

Sacramento was named in *Forbes Magazine* as the second happiest place to work in America, based on a number of work-life quality measures. As part of the agriculturally rich Central Valley, Sacramento is considered at the forefront of the Farm-to-Fork food movement and is home to more than 40 local farmers' markets. Sacramento is also home to a growing technology startup community, whose innovative nature is being quickly embraced by businesses and nonprofits alike.

The city hosts the NBA Sacramento Kings (CBIA maintains a suite), the Sacramento River Cats, San Francisco's AAA baseball team, and the Sacramento Republic FC, a USL Professional soccer team. Downtown, the Golden 1 Center, a basketball and entertainment arena, is considered the most technologically advanced stadium in the NBA and a new soccer stadium is in the planning stages. The Crocker Art Museum was the first public art museum founded in the Western United States and is now one of the leading art museums in California. The metropolitan area boasts more than 200 parks and four public golf courses.



San Francisco, Lake Tahoe, and more than a dozen ski resorts are less than a two-hour drive from Sacramento and the world-renowned Napa Valley is less than an hour away. Sacramento International Airport handles non-stop flights to and from more than thirty-three North American destinations including Hawaii and Mexico.

COMPENSATION AND INTERVIEW PROCESS

The compensation package includes a base salary of \$140,000-\$180,000, depending upon experience, plus excellent benefits. Pre-screened, selected candidates will be invited to interview in Sacramento, CA with the SVP on December 9, 2024, with second interviews with the CEO and selected staff on December 18, 2024.

PROCEDURE FOR CANDIDACY

For confidential consideration, at your earliest convenience and no later than COB November 13, 2024, please email your chronological resume (to include description and size of current/prior organizations and responsibilities) and compensation expectations to:

CBIA-Director@wilcoxcareer.com

WILCOX MILLER & NELSON CONTACT

Tiffany Frisa (tfrisa@wilcoxcareer.com)



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