

Senior Policy Fellow, Young Men & Boys



ABOUT THE ROLE

The Fellow will serve as the lead strategist and statewide coordinator for efforts to understand and tackle the challenges facing boys and men. They will map the current landscape, craft action plans, and collaborate across Maryland to launch initiatives that make the state a model for improving educational, workforce, health, and civic outcomes. At its core, the role weaves together existing efforts, aligns and motivates key stakeholders, and institutionalizes durable practices, policies, and operational frameworks that measurably improve the lives of boys and men.

Position Reporting: The Fellow will be an employee of the American Institute for Boys and Men (AIBM) and will be assigned to work jointly with the Maryland Governor's Office. For state implementation purposes, this position will report to the Special Secretary for the Governor's Office for Children. The position will coordinate closely with the Deputy Chief of Staff and Senior Advisor for Innovation and Impact, and the Governor's Office for Performance Improvement. Within AIBM, the Fellow will report to the Vice President.

Location: This hybrid role is based in Annapolis, Maryland. Alternative arrangements may be available for exceptional candidates.

Employment type: Full-time, exempt position with an anticipated 2-year term. This is an at-will position and contingent upon the continued availability of grant funding.

Start date: As soon as feasible.

DUTIES

Implementation support (90%)

Statewide Boys & Men Leadership: Embed in the Governor's Office as the champion for boys-and-men issues, guiding agencies to apply this lens, coordinating their efforts into one cohesive agenda, and laying the foundation for enduring impact.

Policy Analysis & Development: Draft memos, talking points, and policy proposals that enable practical, high-impact reforms. Support 2-4 major initiatives that are data-driven and impact-oriented.

Strategic Landscape Scan & Action Planning: Assess current programs, data, and gaps, scanning for both quick-wins and long-term opportunities to produce a two-year action plan with goals stretching across state agencies.

Interagency Coordination: Collaborate with leaders across the state, including senior agency staff, to set clear objectives, assign responsibilities, track progress, and remove roadblocks so cross-department initiatives stay on time and deliver results.

External Engagement & Ecosystem-Building: Serve as the primary liaison across the state to community organizations, researchers, media, philanthropies, and private sector partners, developing and implementing public-private partnerships.

Performance Monitoring: Deliver quarterly progress reports to senior leadership, adjust strategies and goals as needed, ensure progress toward goals and document lessons for continuous improvement and sustainability.

Internal coordination (10%)

- Ensure ongoing coordination with the American Institute for Boys and Men (AIBM), aligning with organizational goals and approaches.
- Participate in AIBM check-ins and planning sessions to coordinate strategy, surface emerging needs, and share insights from state-level implementation.
- Track work plan progress, milestones, and deliverables to support performance management and continuous improvement.
- Distill lessons to inform other state-level planning efforts and build tools, frameworks, and insights to share with other states to accelerate progress nationwide on boys and men's issues.

QUALIFICATIONS

Requirements

- 10+ years of relevant work experience
- 2+ years of experience in government
- Demonstrated ability to manage complex, multi-stakeholder projects under tight timelines and uncertainty.
- Strong policy experience in at least one relevant domain (e.g. education, workforce, public health, criminal justice, or social services).
- Outstanding written and verbal communication skills; ease engaging executive-level officials, legislators, and community leaders.
- Genuine passion for advancing solutions to the challenges facing boys and men.
- A non-zero sum attitude: this work can be done in conjunction with the work for women and girls
- Bachelor's degree (public policy, social science, or related field).

Nice to Haves

- Advanced degree (MPA/MPP, JD, MBA, or related).
- Deep knowledge of the challenges and trends facing boys and men.
- Social sciences background; comfort translating data and evidence for non-technical audiences.
- Experience building or managing public-private partnerships.
- Maryland experience or familiarity with the state's political landscape.

WHAT WE OFFER

- Salary range: \$150,000-\$200,000, commensurate with relevant qualifications and work experience.
- Comprehensive benefits, including all federal holidays, 25 days paid vacation, 3 weeks sick leave, a generous retirement match, and full health and dental coverage.
- Opportunities for professional development and growth in a dynamic, mission-driven organization.
- A collaborative, inclusive, and fun work environment.

HOW TO APPLY

Please submit a resume and cover letter at this [link](#). Please submit by Aug 8, 2025.

ABOUT THE ORGANIZATION

The American Institute for Boys and Men is a new think tank founded and led by policy expert and author Richard Reeves. We conduct non-partisan research on issues that affect the well-being of boys and men across the United States and design programs and policies to help them thrive. AIBM is built on the philosophy that advancing the causes of boys and men should contribute positively to the welfare of all Americans. We firmly believe in and advocate against zero-sum thinking; our commitment to boys and men is part of a broader commitment to gender equity and the advancement of all genders.

Launched in the summer of 2023, AIBM is growing and looking for motivated, passionate professionals that can help bring its research to the next level.

The American Institute for Boys and Men is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.