



## Climate Justice Organizer Job Description

**Title:** Climate Justice Organizer

**Status:** 40 hrs/week, Full Time Exempt

**Reports to:** Environmental Justice Statewide Manager and Executive Director

**Location:** Eugene, Oregon

**Salary:** \$45,000 or commensurate with experience

**Training Stipend:** \$500 annually

**Benefits:** Health Insurance, Retirement, Paid Holidays, Paid Time Off, Flexible Hybrid Schedule

**Spanish bilingual skill:** Beyond Toxics provides an additional compensation for Spanish bilingual skills commensurate with experience, skill level and proficiency

### HOW TO APPLY

**Send the following:** resume, cover letter, writing sample and 3 professional references to [info@beyondtoxics.org](mailto:info@beyondtoxics.org) with this subject line: ***Climate Justice Organizer application***. Please add your name to the file name of all documents submitted. Position open until filled.

### POSITION OVERVIEW

The Climate Justice Organizer works to advocate for environmental and climate justice and resiliency (ECJ), decarbonization/fossil fuel reductions and green energy, air quality and environmental protections and economic justice.

### JOB DESCRIPTION OVERVIEW

The person reports to the Beyond Toxics Executive Director and works closely with our Environmental Justice Policy Manager, West Eugene Community Organizer and EJ Youth Programs Coordinator to support climate justice projects, policies and education that advance racial justice and a Just Transition within Oregon.

The Climate Justice Organizer will serve community members throughout Oregon, with a special focus on Lane and Jackson counties, who are impacted by climate change, environmental degradation and economic disparities. Prioritizing grassroots support for BIPOC and low-income communities, the person in this role will form trusting relationships with those facing threats from ecosystem and climate disruption, pollution that exacerbates climate

change and other forms of disparities to health and safety. This requires working directly with communities to listen and learn about environment and climate justice as it pertains to the decisions affecting their well-being and health, as well as the surrounding environment (air, water, soils, climate and ecosystems).

The job requires an outgoing, energized self-starter and committed person who is prepared to apply knowledge and strategy to develop community leadership for climate action. Daily work entails organizing community-led projects; helping impacted communities take action to reduce climate drivers and climate impacts, designing educational opportunities and services to impacted communities to address climate and environmental risks; and gathering community input to provide recommendations to elected officials, local government departments, and other agencies and divisions regarding climate action initiatives.

The Climate Justice Organizer will work with communities to develop and implement projects to empower communities based on the principles of justice, diversity, equity, and inclusion. Working closely with coalition partners, the Climate Justice Organizer elevates the social and environmental impacts of climate policy and advocates for informed decision-making to the general public, elected leaders, decision-makers and other institutions that make climate policies.

#### **PROGRAMMATIC RESPONSIBILITIES**

- Build grassroots organizing campaigns for climate justice in Environmental Justice communities and other impacted communities.
- Develop and lead grassroots-based working groups to advance climate justice campaigns and projects.
- Prepare and distribute educational materials in the community to improve understanding and bridge resource gaps.
- Design and implement various projects, workshops and training related to climate resiliency, trauma-informed adaptation and mitigation strategies and public education.
- Support team members with community organizing to protect public health through advocacy for a healthy climate, clean air, land and water; serve on staff teams such as the Air Quality Team, the Environmental Justice Team, etc.
- Outreach to and relationship build with BIPOC partners and community members on environmental health and climate equity projects.
- Develop strategic partnerships, networks and coalitions, including serving on the Fossil Free Eugene Organizing Committee and on statewide coalitions that are advancing climate actions, building energy upgrades, climate resilience, and a Just Transition.
- Stay informed and up-to-date on climate policies, energy policies, plastics reduction and waste management and other regulations that affect climate outcomes.
- Create and/or participate in community activities that heighten the awareness of the role the environment has in health outcomes and disease prevention, including, membership meetings, working group meetings, Earth Day celebrations, other celebrations, community

conversations, and demonstrations.

- Employ community organizing tools and tactics, including but not limited to door knocking, phone banking, 1 on 1s, forums, work groups, testimony at public meetings, and strategic collaboration with other environmental justice organizations.

## **ADMINISTRATIVE RESPONSIBILITIES**

- Develop and maintain work plans and project tracking systems.
  - take notes and maintain records to track program progress and accomplishments
  - work to ensure timelines and grant deliverables are met
- Work as a respectful and engaged team member with Beyond Toxics staff, board and advisors. Attend staff meetings, carry out team assignments, and participate in organizational meetings and events as necessary and as requested. Contribute to office cleanliness and organization.
- Plan and participate in organizational and community-based events.
- Speak in public and educational settings representing and advocating for Beyond Toxics on climate and environmental justice policies and issues (which might include related issues impacting health, air, water, and land).
- Provide assistance and teamwork for our projects as needed and requested: Rise As Leaders, Ecosystem Regeneration, Native Strategies Group, Waste Management.
- Attend weekly all-staff meetings. Participate in organizational meetings and events as necessary.
- Assist in the supervision of volunteers and interns.
- Contribute content for reports, newsletters, social media, and other communications.

## **DESIRED SKILLS**

- Exceptional written and oral communication: i.e., writing letters, giving presentations, creating fliers, drafting agendas, writing and giving testimony, calling elected/appointed officials.
- Confident public speaking, representing and advocating for Beyond Toxics on air, water, land, climate and environmental justice policies and issues.
- Ability to work well individually and in teams, i.e., conducting environmental justice training, coordinate and lead community meetings.
- Ability to think strategically and quickly.
- Working knowledge of Microsoft Office Software (Word, Excel, PowerPoint), Canva and Adobe Creative Suite, and Internet Research, i.e., creating presentations, creating sign-in sheets.
- Ability to speak fluent Spanish is strongly preferred.

## **QUALIFICATIONS**

- Bachelor's degree or equivalent work experience.
- 1 year minimum work experience in a related field and/or nonprofit work.
- Firm understanding of the principles of environmental and climate justice.
- Proven ability to organize work plans, curriculum and events.