



## **Job Description**

**Title:** Climate Resilience Organizer

**Status:** Full-Time, Exempt (40 hrs/week)

**Supervisor:** Programs Director

**Location:** Eugene, Oregon. Remote/hybrid workplace. Must reside in Oregon.

**Annual Salary:** \$45,000 - \$50,000 (plus an additional \$500 bilingual pay for fluent Spanish speakers)

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

*Disclaimer:* Compensation, benefits, and working conditions for this position may be subject to the terms of a Collective Bargaining Agreement between the employer and the representing union.

## **Position Overview**

The Climate Justice Organizer advances Beyond Toxics' work in environmental and climate justice, decarbonization, air quality, and sustainable energy transitions. This role emphasizes community organizing, coalition building, and advocacy that prioritizes BIPOC and low-income communities disproportionately affected by climate change, pollution, and environmental health disparities.

The Organizer builds trusting relationships with impacted communities, supports grassroots leadership, and helps communities influence decision-making around climate action and environmental protection. Work includes community organizing, policy advocacy, coalition engagement, public education, and program management for community projects such as pollinator plots, garden programs, and community resilience initiatives supporting clean energy, home weatherization, and climate emergency preparedness.

## **Key Responsibilities**

### *Community Organizing & Engagement*

- Build grassroots organizing campaigns in climate-impacted and environmental justice communities.
- Develop relationships with BIPOC and low-income community members to co-create climate solutions.

- Utilize a range of organizing strategies (ex/ door-to-door canvassing, testimony prep, phone banking, 1:1 meetings, forums, community meetings and strategic collaborations).
- Manage community grassroots projects such as community garden plots and community resilience workshops.
- Support Beyond Toxics' clean energy and community resilience projects, including outreach to low-income families in need of home weatherization, energy rebates, cooling units, and other measures to protect public health during wildfire smoke and extreme heat.

### *Policy & Advocacy*

- Represent Beyond Toxics in local and state-level climate and energy coalitions.
- Provide updates and recommendations to staff and leadership on climate, energy, and environmental policy.
- Give testimony and public comments to elected officials and agencies on behalf of impacted communities.
- Stay current on climate, energy, and equity policy developments.

### *Education & Outreach*

- Design and facilitate community workshops, training, and educational materials on climate justice and resiliency.
- Ensure all materials and events reflect community-identified needs and are culturally responsive.
- Represent Beyond Toxics at community events, educational forums, and public activities.
- Provide guidance and resources to community members about accessing energy efficiency rebates, home upgrades, and clean energy opportunities.

### *Coalition & Partnership Development*

- Build strategic partnerships with nonprofits, coalitions, and advocacy networks across Oregon.

- Maintain effective communication with key stakeholders, donors, and community members.
- Elevate the social and environmental justice dimensions of climate policy within coalitions.

#### *Administrative & Team Responsibilities*

- Develop work plans, track progress, and maintain accurate records.
- Support grant deliverables and reporting requirements.
- Contribute to organizational communications (reports, newsletters, social media, and press).
- Supervise volunteers and interns as needed.
- Attend weekly staff meetings and contribute to a collaborative team environment.
- Participate in organizational events and support additional projects when requested (ex/ Rise As Leaders).

#### **Required Skills & Qualifications**

- Strong background in grassroots or community organizing.
- Excellent communication and public speaking skills.
- Ability to work with and communicate respectfully with people, with a focus on BIPOC and historically marginalized communities.
- Strong attention to detail.
- Event planning, facilitation, and coalition participation experience.
- Strong writing skills for testimony, outreach, and educational content.
- Valid Oregon Driver's License.

#### **Preferred Skills**

- Bilingual (Spanish/English) or strong interest in bilingual development.

- Familiarity with Oregon's environmental policy landscape.
- Knowledge of environmental justice, climate policy, and public health intersections.
- Experience with community-led education and participatory decision-making.