



CLIMATE JUSTICE ORGANIZER POSITION

Date Posted: 1/20/2020

What: Fulltime position, Exempt

Where: Eugene, Oregon

Employer: Beyond Toxics and NAACP Eugene/Springfield (joint)

Applications accepted on a rolling basis starting January 10, 2020

To Apply: Send a resume, cover letter, 1 writing sample and 3 references we may contact to info@beyondtoxics.org | Specify “Climate Justice Organizer Application” in subject heading

Start Date Goal: March 1, 2020

Position Overview: The **Climate Justice Grassroots Organizer** will work as staff for both Beyond Toxics and the Eugene-Springfield NAACP to serve as the policy and political voice of community members in Lane County, Oregon advocating for climate justice and resiliency, decarbonization and green energy, environmental protections and social and economic justice.

Job Description Overview

The **Climate Justice Grassroots Organizer** will serve as the policy and political voice of community members in Lane County concerned with climate change, social and economic justice. Your main role is to use your knowledge, passion and integrity to develop community leadership for climate action; advance strategic and community-led projects; and provide recommendations to elected officials, local government departments, and other divisions regarding climate action initiatives. The Climate Justice Grassroots Organizer will also manage various projects related to climate resiliency, adaptation and mitigation strategies and education. The person we hire will be formulate equity considerations to empower community and elected leadership to make informed decisions to elevate the social and environmental impacts of climate policy around the county and state. We welcome a self-directed and dynamic individual who is committed to creating a culture of justice, diversity, equity, and inclusion. The person we hire is confident in communicating this culture to the general public, foundations, business leaders, decision-makers and other institutions that make relevant climate justice policies.

Immediate projects include:

- Oversee the inclusion environmental justice principles in the Lane County Climate Action Plan

- Oversee the inclusion environmental justice principles in the implementation of the City of Eugene Climate Action Plan
- Representing our organizations in climate policy advocacy at the State level
- Facilitation of NAACP Environmental and Climate Justice Committee
- Community Grassroots Organizing throughout Lane County
- Maintaining our partnerships with other coalitions and organizations
- Development of LOCAL, our Environmental and Climate Justice Coalition
- Conduct climate research

Qualifications and Skills

The ideal candidate will be an effective, culturally appropriate and innovative organizer. The candidate should demonstrate knowledge and skills that advance equity, racial and environmental justice policies and a Just Transition Framework in natural resource and climate policies. The candidate must have solid community organizing skills to assist the Executive Directors develop a statewide environmental and racial justice vision and movement.

Primary and Required Skills:

- At least two years of community organizing experience.
- At least one year of field organizing experience including canvassing.
- Experience and competency working with people of various social, cultural, economic, and education backgrounds, including communities of color, Native American Tribes and working-class communities.
- Strong understanding of climate change impacts on frontline & marginalized communities.
- Experience conducting focus groups and group facilitations.
- Experience with policy analysis and communicating best practices.
- Experience event planning and managing and developing coalitions and other strategic partnerships to achieve campaign goals.
- Develop work plans and project tracking systems.
- Experience developing community and youth leadership.
- Campaign leadership experience focused on community outreach and organizing, stakeholder engagement and management
- Experience recruiting and supervising volunteers and interns.

Desired Skill Set:

- Organizational skills including being detail-oriented and able to meet deadlines and establish personal time management.
- Verbal and written fluency in Spanish and/or cultural fluency in non-dominant cultures.
- Experience with volunteer database management programs, Slack, Google Drive, Microsoft Suite, and social media.
- Familiarity with climate or energy policy at the local or state level.
- Strong writing skills able to develop content for reports, testimony at public hearings, semi-annual newsletter, blogs and regular emails to members; other needs as they arise.

Salary and Benefits:

This position is full-time with a starting salary of \$36,400 based on an average of 40 hours a week, and exempt. As exempt, this position is not entitled to overtime pay. Flexibility in hours is needed to support community organizing and events, including evening and weekend work as needed. Benefits include health insurance coverage, 2-week paid vacation and opportunities for paid training and education.

Your Employers - Beyond Toxics and NAACP Eugene/Springfield

Employer Expectations: We expect the candidate to become versed in each organization's mission and values so that we can work together as partners to focus on *the intersection of race/equity with environmental/climate policy to create meaningful change through policy advocacy, environmental education and grassroots leadership organizing.*

Beyond Toxics advances the power of Oregon's most vulnerable groups on the frontlines of disparities in health, wealth and work by building a statewide environmental justice movement. The communities we serve are exposed to a disproportionate share of environmental health burdens where they live and labor. Our goal is to advance environmental justice by supporting community-driven advocacy efforts, connecting environmental, social and racial justice needs in both policy and practice. With two offices in mid and southern Oregon, our eight-member staff practices strong environmental justice engagement, culturally appropriate support and strategic use of community-based initiatives and research to build community knowledge, power and the ability to take action.

The Eugene-Springfield NAACP is the oldest civil rights organization in the country, its mission is to ensure the political, educational, social, and economic equality of rights of all persons and to eliminate race-based discrimination. The NAACP Environment and Climate Justice Program was created to provide resources and support community leadership in addressing this human and civil rights issue by advocating to ensure that communities are equipped to engage in sustainability/climate action planning that integrates policies and practices on advancing food justice, advocating for transportation equity, upholding civil and human rights in emergency management, and facilitate participatory democracy.

All are welcome to apply and we do not discriminate on the basis of race, religion, sex, class, gender, national origin, marital status or age in our operations and activities. Beyond Toxics and NAACP welcome people of color, LGBTQ and all gender expressions, people with disabilities, and people from working-class backgrounds and multi-cultural backgrounds to apply. Beyond Toxics and NAACP are equal opportunity employers.

For more information, go to <https://www.beyondtoxics.org/get-involved/#jobs> or email palvarez@beyondtoxics.org or call **541-465-8860** and ask for Pablo Alvarez.