We at Climate Action Campaign are a small but highly motivated and mighty team that advocates and organizes for bold policies to stop the climate crisis. Through the lens of equity and justice, we fight for a Zero Carbon future and the systemic change that ensures clean air, clean water, and a livable future for everyone.

We are growing our team of policy advocates who wake up every day ready to fight for the game-changing climate laws, policies and programs we need to achieve climate justice. To fulfill this vision, we need 100% of our team to be 100% in.

1. Do you believe in the power of local politics to make change?
2. Do you love meeting new people and building relationships?
3. Is your first thought “no problem” when faced with a challenge?
4. Do you thrive in a fast-paced and demanding high-profile environment?
5. Do you want to advance racial, social, and climate justice?

If you answered yes to these questions, please read on.

Job Summary

The Policy Advocate is responsible for advocating for strong Climate Action Plans (CAPs) and monitoring existing CAPs in all 18 cities and the County, as well as helping develop our Annual Report Card, to strengthen climate action in the San Diego region. This position will promote Zero Carbon goals, affordable housing near jobs and transit, bikeable and walkable streets, electrification of buildings, local water and food supplies, social equity, decentralized small scale renewable energy systems, and an electrified transportation system, as well as focus on climate adaptation and resiliency efforts. This person will build relationships with and collaborate in coalitions with partner organizations and other stakeholders in order to effectively achieve climate justice in our region.

Major Goals and Responsibilities:
- Advocate and organize to achieve Zero Carbon Climate Action Plans with strategies that promote equity and good jobs.
- Advocate and organize to achieve Adaptation Plans in the San Diego region that include best practices for adaptation and resiliency strategies.
- Collaborate with partner organizations and key stakeholders to effectively integrate equity in climate solutions and advance a more just and equitable region.

Essential Activities:
- **Policy Advocacy:** Prepare for government hearings, write position letters, meet with government officials and stakeholders, develop action alerts, and attend and testify at city council and other public agency meetings. Serve as author on our Annual Climate Action Plan Report Card, which scores all cities in the region based on their commitments to climate action goals and implementation.
- **Relationship Building:** Build and maintain relationships with partner organizations, community members, elected officials, and others to help build a better, healthier, and more just future for all. Expand our network to include a multifaceted range of decision-makers, allies, stakeholders, donors, members and volunteers.
- **Community Development/Organizing:** Conduct outreach, and partner with community members, volunteers, and partner organizations to build community power and advance campaigns to advocate for change.
- **Coalition Management/Participation:** Participate in and lead diverse coalitions of climate policy advocates, including partners from community-based organizations, labor, and environmental and environmental justice organizations.
• **Public Education**: Educate the community on climate solutions through webinars, presentations, trainings, and other events.

• **Communications**: In coordination with the Communications Manager, grow awareness and understanding of key climate issues facing the San Diego Region via messaging, storytelling, traditional media (press releases, media alerts, pitching, press events), email campaigns, social media, website content, newsletters and action alerts, and infographics.

**A good fit for this position will**:

- Be passionate about climate justice and what we do.
- Have top-notch communication skills (written and verbal)
- Have an understanding of the concepts of institutional and structural racism and bias and their impact on underserved and underrepresented communities, including understanding that the climate crisis disproportionately burdens working-class communities of color.
- Enjoy organizing people and motivating them to act.
- Be a self-motivated and resourceful independent worker who is also a team player
- Be organized, capable of managing deadlines and fluctuating priorities for an array of projects while maintaining attention to detail.
- Use tact, initiative, prudence, and independent judgment in politically sensitive situations.
- Have a thirst for learning and can tackle the sharp learning curve this position requires.
- Thrive in a fast-paced environment where the job is different every day.

**Climate Action Campaign Core Values**

Justice, Equity, Accessibility, Opportunity for all, Inclusion, Health, Voice, Safety. We look forward to sharing more about these values when we meet.

This is a full-time, salary, exempt position, and will include evening/weekend work and will require flexible hours.

**Location**: Our office is in Hillcrest in San Diego, but we’re often out and about throughout the region, meeting with government officials, businesses, and community advocates, as well as working remotely at home to save time and commuting costs. For the foreseeable future, due to COVID-19, our team is working remotely. This position will be remote until it is safe to return to our office, at which point in-person office time will be required.

**Benefits**: Health, dental, vision and life insurance, 401(k) Retirement Plan, and paid time off.

**Salary range**: $54,100-$72,000 (commensurate with experience)

**How to apply**: Please call our job line at (619) 419-1222x709, follow the prompt and leave a voicemail with your response. We may additionally reach out for your resume and cover letter.

**Deadline**: The position is open until we find the perfect fit. First review: January 25th.