



Job Title: Orange County Climate Equity Organizer and Advocate

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. Are you passionate about building the people power to advance climate action, justice, equity, diversity and inclusion?
4. Do you have experience working directly with and for working-class communities of color who are on the front lines of the climate emergency (also known as Communities of Concern)?
5. Are you interested and experienced in working at the intersection of racial, economic, and climate justice?

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

Job Summary

The Climate Equity Organizer and Advocate is responsible for organizing and advocating to strengthen equitable climate action in Orange County. This position will promote adoption of policies that ensure 100% clean electricity, zero carbon Climate Action & Adaptation Plans, social equity, electrification of buildings, decentralized small scale renewable energy systems, electrified transportation systems, affordable housing near jobs and transit, bikeable and walkable streets, local water and food supplies, and 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:

- Educate, Advocate, and Organize in OC to ensure adoption of Zero Carbon Climate Action & Adaptation Plans and model Zero Carbon for OC cities with strategies that promote equity and good jobs.
- Collaborate with partner organizations and key stakeholders to effectively integrate equity in climate solutions and advance a more just and equitable region.
- Conduct outreach, and partner with community members, volunteers, and partner organizations to build community power and advance campaigns to advocate for climate justice

Essential Activities:

- **Community Development/Organizing:** Conduct outreach and partner with community members, volunteers, and partner organizations to build community power and advance campaigns to advocate for equity and climate justice, including leading/participating in coalitions and training and coordinating volunteers to conduct outreach in the community and at city halls through education and media.
- **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.
- **Public Education:** Educate the community on climate justice solutions through webinars, presentations, trainings, and other events.
- **Policy Advocacy:** Prepare for government hearings, conduct policy research, write position letters, meet with government officials and stakeholders, develop action alerts, and attend and testify at city council and other public agency meetings.

- **Communications:** In coordination with the Communications Manager, grow awareness and understanding of key climate issues facing the Orange County 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 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.
- 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.
- Have a thirst for learning and tackling the sharp learning curve this position requires.
- Thrive in a fast-paced environment where the job is different every day.
- Possess intercultural competence and self-awareness.
- Demonstrate commitment to refugee, immigrant, and migrant communities.
- Have a natural ability to build bridges and make connections between people, organizations and communities.
- Be confident speaking explicitly about issues that intersect across social, racial and environmental justice.
- Have strong verbal communication and interpersonal skills
- Enjoy organizing people and motivating them to act
- Be able to balance and track multiple and fluctuating priorities for an array of projects
- Use tact, initiative, prudence, and independent judgment in sensitive situations

Additional required skills:

- Ability to speak and write in English and Spanish required.

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: This position will work primarily remotely for the foreseeable future. At some point, if an in-person Orange County office is established and COVID-19 conditions permit, in-person office time will be required.

Climate Action Campaign requires, with few exceptions, that all staff be vaccinated against the COVID-19 virus. Unvaccinated staff with a qualifying exemption will be required to take regular COVID-19 tests (frequency subject to change).

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

Salary range: \$54,000-\$60,000/year

How to apply: Submit the below items to info@climateactioncampaign.org with the Subject: OC Climate Equity Organizer and Advocate.

1. Resume
2. Voice or video recording* answering the following three questions:
 - a. Why are you interested in this position?
 - b. What is one climate impact that will affect a community you care about and why does it concern you?
 - c. Briefly describe your experience advocating and building relationships to advance climate action, justice, equity, diversity, and inclusion.

Limit your total recording to 3 minutes maximum.

Deadline: First review will take place on September 20. The position is open until we find the perfect fit.

Climate Action Campaign is an Equal Opportunity Employer.

Climate Action Campaign provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.