



Job Title: Orange County Climate Equity Advocate and Organizer I or II

Who We Are:

Climate Action Campaign's (CAC) mission is to **create a zero carbon future** through effective and equitable policy action.

We are fighting for a Zero Carbon future with All-Electric Homes; World-Class Transit; Resiliency; 100% Clean Energy; and Bikeable, Walkable Neighborhoods (our Five Fights). CAC's bottom-up theory of change puts municipalities, local industry leaders, nonprofits, and communities at the epicenter of climate action and climate solutions. Collaborating across sectors, we are leading the region to achieve zero emissions by 2035, in line with what climate science says is necessary to protect our health and future.

All of our Five Fights are fought through a lens of equity and justice. The communities who have suffered the most from environmental racism and disinvestment have contributed the least to the climate crisis, and must be the first to receive the benefits from these policies.

We believe change happens from the ground up, and we collaborate with trusted community-based organizations on campaigns that advance our Five Fights and improve the quality of life within Communities of Concern. We follow the lead of and uplift calls-to-action and policy priorities of partner organizations working to advance racial and social justice. We consult our partners during campaign planning and decision-making to ensure that our policy priorities reflect the community's needs.

Culture:

We're a small but mighty team that likes to move quickly and get things done. We thrive in a fast-paced, agile environment where we are constantly adapting and learning to most effectively achieve our goals. Our team is all about climate justice, creating a dynamic, driven, and highly collaborative atmosphere. We know that working to make a real and lasting impact in the local policy space is difficult and demanding, so we also value time for rest and joy.

Job Overview:

The Policy Advocate is responsible for advocating for strong Climate Action Plans (CAPs) and expanding OC Power Authority membership to strengthen climate action in the Orange County 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 resiliency efforts. This person will also expand and strengthen relationships with racial and social justice organizations in order to most effectively achieve climate justice in our region.



Major Goals and Responsibilities (including, but not limited to):

- **Policy Advocacy:** Prepare for government hearings, conduct climate 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.
- **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, religious, youth, and environmental and environmental justice organizations.
- **Communications:** In coordination with the Communications Manager, grow CCE and CAAP 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.
- **Volunteer Coordinator:** Train and coordinate volunteers to conduct CCE outreach in the community through educational workshops and media.
- **Philanthropy:** Assist the Philanthropy team with proposals, grant reporting, securing event sponsors, speaking with donors, and any other Philanthropy team needs.

Skills and Experience:

These are some of the ideal skills and qualifications we're looking for in a candidate, but we encourage candidates that do not meet all of the qualifications to apply, in particular, if they have direct lived or work experiences with the impacted communities that are central to our mission. We invite you to demonstrate how you might serve this role in ways we may not see or know to ask for.

- Policy advocacy and community outreach experience, preferably relating to climate policy.
- Understanding and knowledge of local government structures and functions particularly relating to policies or programs focused on climate change, and an understanding of the Orange County political landscape. Preferred: Experience working in or with local government.
- Familiarity with climate issues, including clean energy, building electrification, adaptation and resilience, public and/or active transportation, and/or land-use planning in Orange County.
- Experience building partnerships with diverse coalitions and networks. Preferred: existing connections with communities, community-based organizations, and/or elected officials in the Orange County region.
- Experience with direct community engagement, including working closely with community-based organizations representing under-served or marginalized populations.
- Belief in the power of local politics to make change.
- Understanding of equity and racial justice issues, and that marginalized communities contribute the least to the climate crisis but face the greatest burdens.



- Eager and consistently driven to continuously expand knowledge, constantly seeking to enhance understanding of climate issues in the face of ever-evolving and dynamic information and conditions.
- Demonstrate a determined and resourceful approach, consistently seeking innovative solutions to overcome barriers and challenges.
- Possess the flexibility to pivot and reprioritize to align with changes in the political and funding landscapes.
- Strong written and verbal communication skills, including understanding the audience and adapting accordingly.
- Commitment to continuous learning, professional and personal growth, with a proven track record of embracing opportunities for improvement.
- 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.
- Confidence speaking explicitly about issues that intersect across social, racial and environmental justice.
- Ability to speak in public, providing testimony at public meetings and presenting to community groups
- Ability to work independently without constant supervision, delivering results based on established workplan, supervisor direction and policy objectives.
- Fluency in written and spoken Spanish is highly preferred.

Climate Action Campaign Core Values:

Justice, Diversity, Equity, Accessibility, Inclusion, Health, Voice, Safety are core values at Climate Action Campaign, and we're passionate about building and sustaining an inclusive and equitable working environment for all staff. We believe every member on our team enriches our diversity by exposing us to a broad range of ways to understand and engage with the world, identify challenges, and to discover, design and deliver solutions.

Climate Action Campaign is an Equal Opportunity Employer:

Climate Action Campaign values a diverse workplace and strongly encourages women, people of color, LGBTQ+ individuals, people with disabilities, members of ethnic minorities, foreign-born residents, and veterans to apply.

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.

Location: For the foreseeable future our team is working remotely, but this position must be based in and work out of Orange County.



Vaccination mandate: 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).

Position Details:

Based on the candidate's level of experience and the extent of independent work anticipated, we are seeking to fill the role of OC Climate Equity Advocate and Organizer at either the I or II level. Only one position will be hired.

OC Climate Equity Advocate and Organizer I - entry level, full-time, hourly/non-exempt, and will include some evening and weekend work.

OC Climate Equity Advocate and Organizer II - full-time, salary/exempt, and will include some evening and weekend work.

Compensation and Benefits:

OC Climate Equity Advocate and Organizer I - \$28.85 - \$32.20 per hour (commensurate with experience, not expected to exceed \$30.50 per hour)

OC Climate Equity Advocate and Organizer II - \$67,000 - \$80,000 per year (commensurate with experience, not expected to exceed \$72,000)

- 100% employer sponsored health, dental, vision and life insurance for employees. Dependents can enroll at employee's cost.
- 401(k) Retirement Plan with 3% employer match, eligible for participation after 90 days.
- Monthly cell phone and transportation benefit.
- PTO: 15 days of accrued PTO per year (years 1-2), 20 days of accrued PTO (year 3), 25 days of accrued PTO (years 4 and 5), 30 days of accrued PTO per year (years 6 and on).
- 11 paid holidays plus a paid office closure for the last two weeks of the year.
- Access to Employee Assistance Program (EAP).

How to apply:

Submit the below items to info@climateactioncampaign.org with the Subject: Orange County Climate Equity Advocate and Organizer.

1. Resume
2. Video or voice recording answering the following three questions:
 - a. Why are you interested in this position?
 - b. Please describe your experience with policy advocacy, organizing, and/or community outreach.
 - c. What is one climate impact that will affect a community you care about and why does it concern you?
 - d. (Optional) Where did you hear about this job posting?

Limit your total recording to 3 minutes maximum.

We can provide assistance or alternative ways of applying for those who need it.



Deadline: The first review date for this position is September 27, but the position will remain open until we find the perfect fit. We expect this position to start in mid November.

Salary Ranges:

Climate Action Campaign conducts research, assessments, and comparisons of non-profit organizations of similar size in order to set salary ranges for different levels of positions, and to ensure that employees receive fair compensation. It is important to note that the maximum end of our salary ranges also consider factors such as the length of service and tenure in a specific role.