Job Title: Equitable Building Decarbonization Community Outreach & Organizing Coordinator

Who we are:
Climate Action Campaign (CAC) is a bold, people-powered nonprofit advancing clean air, affordable energy, and vibrant, healthy communities. We believe transformative laws, policies, and programs are won through the energy, courage, and voice of everyday people. Building on our history of landmark victories in San Diego, Orange County, and across California, CAC recently helped win key reforms to change the utility business model and lower energy rates for families. Now more than ever, we're poised to scale our impact, and the Orange County Policy Advocate and Community Organizer role is central to that growth.

We thrive in a fast-paced, agile environment where we are constantly adapting and learning to achieve our goals most effectively. Our team is committed to climate justice, creating a passionate, inclusive, innovative, and collaborative atmosphere. Our team members spend most of their time working remotely and independently from home and participate in many in-person events to create the relationships and opportunities necessary to win. We know working to make a real and lasting impact in climate justice policy is difficult and demanding, so we also value time for rest and joy.

About EBD:
The Southern California Equitable Building Decarbonization (SoCal EBD) program is a groundbreaking, one-of-a-kind direct install initiative developed and led by the California Energy Commission and County of Los Angeles. Designed to advance equitable climate action, SoCal EBD focuses on reducing climate pollution from homes while increasing access to clean energy solutions for underserved communities. With its community-centered approach and innovative delivery model, the program sets a new standard for public-purpose energy initiatives in the region.

Job Overview:
The Community Outreach and Organizing Coordinator will be responsible for increasing targeted Orange County household participation in the statewide Equitable Building Decarbonization (EBD) program, which will help eligible residential customers electrify their homes at no cost, reducing greenhouse gas emissions and advancing energy equity. This is a highly hands-on outreach role, and this position will spend most of their time connecting directly with community members at events, workshops, and public spaces as well as identifying and creating productive and creative lead generation opportunities. This person will also expand and strengthen relationships with racial and social justice organizations, and will support other policy initiatives as needed to most effectively achieve climate justice in our region.

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

- **Community Outreach and Event Planning:** Design and lead the overall outreach strategy to effectively engage communities of concern about the EBD program. Including but not limited to: identifying the most impactful outreach methods, tailoring approaches to cultural and local contexts, setting goals for engagement, and – most importantly – implementing this strategy through events, digital campaigns, and partnerships with trusted institutions like schools, churches, and community groups.
    - Activities may include tabling, workshops, presentations, and hands-on demonstrations of technologies like induction cooktops.
- **Relationship-Building:** Build and maintain relationships with partner organizations, community members, elected officials, and others. Expand our network to include a multifaceted range of decision-makers, allies, stakeholders, donors, members, and volunteers.
- **Administration:** Closely track and report outreach activities, including outreach efforts, event attendance numbers, leads generated, and participant handoffs on a regular basis. Participate in regular meetings with program partners to report progress, receive feedback, and ensure alignment with program guidelines.
- **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.
- **Policy Advocacy:** Prepare for government hearings, conduct climate policy research, meet with government officials and stakeholders, develop action alerts, and attend and testify at city council and other public agency meetings.
- **Issue-Based Learning:** Continue to expand knowledge and increase understanding of climate and decarbonization issues in the face of ever-evolving and dynamic information and conditions.

Qualifications and Skills:
We recognize that skills and expertise are gained in many ways: on the job, in the community, or through lived experience. While not all qualifications are required, they reflect what we believe contributes to success in this role. If your background possesses the right ingredients for success, we encourage you to apply.

- **Thrives doing community outreach,** ideally related to climate policy. Familiarity with key climate issues, including building electrification, clean energy, adaptation and resilience, public and/or active transportation, and/or land-use planning, especially in the Orange County region.
- **Independent mindset,** someone who enjoys being a self-starter, someone who is deeply motivated to expand program participation.
- **Strong cultural competency and lived or professional experience** working with diverse communities in Southern California, particularly underserved or frontline neighborhoods.
- **Experience building partnerships** with diverse coalitions, community-based organizations, or networks.
    - *Preferred: Existing connections with community members, groups, or elected officials in the Orange County region, specifically Buena Park, Fullerton, and/or Santa Ana.*
- **Proactive mindset,** with a desire to continuously deepen knowledge of climate issues and create partnerships in a fast-changing landscape.

- **Adaptability and comfort in dynamic environments,** able to pivot quickly in response to shifting political and funding landscapes.
- **Strong communication skills,** including the ability to write clearly, speak persuasively, and tailor messages to different audiences. Comfortable providing public testimony, presenting to community groups, as well as cold calling and door-to-door canvassing.
- **Self-directed and results-oriented,** capable of working independently to deliver results in alignment with organizational goals.
- **Strong organizational skills** with the ability to track multiple events, deadlines, and reporting requirements.
- **Familiarity with decarbonization or energy efficiency topics** is a plus, but not required. Training and materials will be provided.
- **Knowledge of local government structures and functions,** particularly climate-related policies or programs.
    - *Preferred: Experience working directly with local government agencies.*
- **Commitment to CAC's values, mission, and approach**
- Fluency in written and spoken English is required. Fluency in written and spoken Spanish is highly preferred. Basic Spanish conversational skills required.

Climate Action Campaign Core Values:
Justice, Diversity, Equity, Accessibility, Inclusion, Health, Voice, and 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 of our team enriches our diversity by exposing us to a broad range of ways to understand and engage with the world, identify challenges, and 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: We don't have an office space, so our team works remotely. However, this position will be regularly out in the community engaging and meeting with community members and groups, specifically in Buena Park, Santa Ana, and Fullerton, and therefore, must be based in Orange County with reliable access to and ability to drive a car.

Position Details: This is a full-time, temporary contract position, anticipated to last two and a half years, with the opportunity to extend, dependent on funding.

Based on the candidate's level of experience and the extent of independent work anticipated, we are seeking to fill the role of Community Outreach & Organizing Coordinator at either the I or II level. Only one position will be hired.

Community Outreach & Organizing Coordinator I - entry-level, full-time, hourly/non-exempt, and will include consistent evening and weekend work.

Community Outreach & Organizing Coordinator II - full-time, salary/exempt, and will include consistent evening and weekend work.

Compensation and Benefits: 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 actual offers will take into consideration factors such as the length of service and tenure in a specific role, internal equity, qualifications, skills, experience, and other relevant factors. The full salary ranges allow for salary progression as employees develop experience and tenure in the role.

Community Outreach & Organizing Coordinator I - $26.50 - $32.20 per hour (commensurate with experience, not expected to exceed $30.50 per hour)

Community Outreach & Organizing Coordinator II - $68,640 - $85,000 per year (commensurate with experience, not expected to exceed $78,000)

- **Health & Wellness**: 100% employer-sponsored health, dental, vision, and life insurance for employees (dependents may enroll at the employee's cost)
- **Retirement**: 403(b) plan with 4% employer match
- **Monthly Benefit**: Monthly cell ($65) and transit ($100) benefit, with additional mileage reimbursed at the IRS standard rate.
- **Generous Paid Time Off**:
    - 15 days of accrued PTO annually (years 0-1.99); 20 days of accrued PTO (years 2-2.99); 25 days of accrued PTO (years 3-4.99); 30 days of accrued PTO annually (years 5+)
- **Exceptional Paid Holidays**:
    - CAC is closed the following holidays (23 total): MLK Jr. Day (Jan); Presidents Day (Feb); Farmworkers' Day (Mar); Memorial Day (May); Juneteenth (June); Independence Day (July); Labor Day (September); Veterans Day (November); the week of Thanksgiving (November); and the last two weeks in December (see calendar for exact dates)
    - CAC currently has a remote work policy that allows for approved remote work outside of San Diego or Orange County up to 10 days per year.

How to apply:
Submit the items below to info@climateactioncampaign.org with the Subject: **Community Outreach & Organizing Coordinator 2026**

1. Resume
2. Video or voice recording answering the following three questions:
    a. What motivates you to work on climate issues, and how have your experiences (professional or personal) shaped your approach to this work?

b. This job involves doing hands-on outreach most days; tabling at events, talking with residents, and helping them take next steps to eliminate pollution from their homes. What about that kind of work energizes you, and how do you know it's a good fit for you?
c. When you first meet someone in the community who's skeptical or unsure about a program or idea, what's your approach to starting that conversation? How do you persuade them to see your point of view?
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 is November 16, but the position will remain open until we find the perfect fit. We expect this position to start in early February 2027.