



Job Title: Policy 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 advocates who wake up every day ready to support the 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. Do you enjoy problem solving?
4. Do you thrive in a fast-paced and demanding high-profile environment?
5. Are you passionate about expanding public and active transportation for all?

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

Job Summary

We're looking for passionate and dedicated advocate who wakes up every day ready to join hands with allies to fight for the right of all people to breathe clean air and drink clean water; live in safe, affordable, and healthy homes; access affordable public transportation that leads to economic opportunity; and prosper with green jobs that pay family-sustaining wages.

The ideal candidate will have demonstrated experience in getting things done independently and successfully, will fearlessly and proactively tackle new challenges and responsibilities, crave working in a fast-paced and demanding high-profile environment, think creatively and analytically, and be flexible, highly organized, and seriously dedicated to stopping climate change and saving the world. You will also enjoy and value relationship-building with people from all backgrounds, places and experiences.

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

Primary Responsibilities:

- **Policy Advocacy:**
Advocacy for this position will be focused on transportation policy, but will also include advocacy on all of our Five Fights: 100% Clean Energy; Bikeable, Walkable Neighborhoods; World-Class Transit; All-Electric Homes (Building Electrification); and Shade Trees.
 - Conduct policy research, develop action alerts, prepare for government hearings, write position letters, meet with government officials and stakeholders, 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 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.
- **Coalition Management:** Participate in and lead a diverse coalition of advocates, including transportation advocates, partners from community-based organizations, labor, and environmental and environmental justice organizations.
- **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 frontline communities. Expand our network to include a multifaceted range of decision-makers, allies, stakeholders, donors, members and volunteers.

- **Public Education:** Educate the community on climate solutions through webinars, presentations, trainings, and other events.

You might be a good fit if you:

- You are passionate about climate justice and what we do.
- You have an understanding of the concepts of institutional and structural racism and bias and their impact on underserved and underrepresented communities.
- You understand how the climate crisis disproportionately burdens working-class communities of color.
- You have experience and interest in working directly with people from diverse racial, ethnic, and socioeconomic backgrounds.
- Your writing, editing and verbal communication skills are top-notch.
- You're a self-motivated, independent leader and a team player.
- You're an analyst who thinks creatively.
- You're an independent worker who knows how to find solutions, but also knows when to ask for help.
- You are organized and motivated, capable of managing deadlines and fluctuating priorities for an array of projects in a fast-paced environment, while maintaining attention to detail.
- You can work flexible hours to respond to position needs.

Preferred qualifications:

- Enthusiasm for expanding public transit and active transportation options for all.
- Experience with policy advocacy (San Diego region ideal).

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 primarily remotely until it is safe to return to our office, at which point in-person office time will be required. This position must be based in and work out of the San Diego area.

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).

Benefits:

- Health, dental, vision and life insurance.
- 401(k) Retirement Plan with employer match.
- Monthly cell and transportation benefit.
- Generous paid time off and holiday schedule.

Salary range: \$58,000-\$72,000 (commensurate with experience, not expected to exceed \$65,000)

How to apply: Submit the below items to info@climateactioncampaign.org with the Subject: Policy Advocate.

1. Resume
2. Video or voice recording answering the following three questions:
 - a. Why are you interested in this position?
 - b. Why are you passionate about expanding public transportation for all?
 - c. Briefly describe your experience advocating to advance climate policy.

Limit your total recording to 3 minutes maximum.

Deadline: The first review will take place on January 17, but 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.