

# Senior Managing Environmental Justice Advisor

Remote

## WHO WE ARE

We know that our climate goals can only be met by rapidly reducing emissions and removing the carbon that already exists in our atmosphere. [Carbon180](#) is a climate NGO with a vision to remove legacy carbon emissions from the atmosphere and create a livable climate in which current and future generations can thrive. Based in Washington, DC, we design and champion equitable, science-based policies that bring carbon removal solutions to gigaton scale.

## THE OPPORTUNITY

### Overview

Carbon180 is seeking a senior managing environmental justice (EJ) advisor to support our growing work around equity and justice in carbon removal. This role will lead Carbon180's regranting initiative and build out our engagement with EJ organizations, community-based organizations, and other justice-focused groups. The ideal candidate is highly regarded and considered a leader in their field. They are passionate about advancing just climate policy, developing and carrying out best practices for community engagement, and building durable coalitions of trust. This person will report to the deputy director of environmental justice.

### Major roles and responsibilities

- Serve as a team leader and subject matter expert on best practices for equitable and genuine EJ engagement.
- Lead Carbon180's regranting initiative in collaboration with the policy, operations, communications, and science and innovation teams.
- Identify opportunities for EJ thought leadership and advocacy, establish and grow relationships with community-based organizations, and help develop and execute Carbon180's EJ strategy.
- Serve as a thought partner to the director and deputy director of EJ and mentor to junior EJ staff.
- Collaborate with policy and science and innovation teams to ensure new policy development is driven by justice and equity.
- Coordinate with the communications team to support relevant content creation, media engagement, social media planning, and other communications tasks.

- Make recommendations to the director and deputy director of policy with the potential to significantly impact the organization and the field.

## YOU WILL NEED

- A proven track record (8+ years) working on EJ issues, including some experience in climate policy and carbon management.
- Familiarity with the state of the field and a strong intuition for building and maintaining meaningful relationships with diverse groups.
- The ability to manage complex cross-functional projects, creating action plans and coordinating resources across teams to achieve desired outcomes.
- Connections to key partners and decision makers and/or enthusiasm to actively build this network.
- Eagerness to think creatively and propose innovative ways to implement ideas.
- Demonstrated commitment to diversity, equity, inclusion, belonging, and justice (DEIBJ).

## WHO YOU ARE

Our ideal senior managing EJ advisor believes deeply in our mission. Beyond that:

- **You build trust and leverage meaningful relationships to get things done.** Your colleagues trust you to accomplish tasks in a mutually beneficial, non-transactional way. You are both warm and demanding. You do the things you say you will do, hold others to account, and support the people you engage in the pursuit of shared goals.
- **You're a driver of results.** You've demonstrated the ability to set ambitious goals and achieve them. You think critically, strategically, and analytically, making data-informed decisions for impressive outcomes.
- **You're a systems thinker and creator.** You're unfazed by ambiguity and thrive in situations that require building something out of nothing or creating order out of chaos. You like doing work that's never been done before.
- **You like to write, and you're good at it.** You are an excellent communicator, and people go to you to help them convey complex ideas in a compelling manner. Whether it's designing a new procedure and rolling it out to the team, writing a proposal for funders, or relaying dense information to stakeholders, you understand that clarity, timing, sequence, and format are all key to success.
- **You are a gifted speaker — and an even stronger listener.** You're comfortable in conversation with a variety of stakeholders, from Fortune 500 CEOs, to reporters at *The Washington Post*, to a team of engineers. You can translate ideas across audiences and modes of communication in an organized, thoughtful way.
- **You don't opt out of DEIBJ conversations, even when they are uncomfortable.** You are committed to working at an organization that centers DEIBJ and willing to learn and grow your literacy in this space.

## WHAT WE OFFER

Carbon180 is deeply committed to providing market-leading compensation and robust benefits to our employees. Our salaries are in the 70th percentile of the Washington, DC market. We employ an external firm to conduct market analyses every three years, and we are committed to safeguarding internal salary equity. For those reasons, we have a non-negotiation policy on salaries.

**The starting salary for this position will be \$145,000 with opportunities for growth up to \$203,000.**

Carbon180 prides itself on offering benefits and perks to our employees that illustrate how we live our values, including:

- 36-hour workweeks (we close at 1 pm every Friday) and dedicated no-meeting time each week.
- A remote-first flexible work culture.
- Four weeks of PTO, three weeks of paid org-wide breaks including one week in the summer and two weeks in the winter, four weeks of sick leave, and five floating holidays/personal days.
- 100% company-covered insurance premiums for medical/dental/vision/long-term disability for you and your dependents.
- Quarterly health and wellness, book, and learning and development stipends.

## TO APPLY

To apply for the role of senior managing EJ advisor, please submit an application [here](#) no later than **Monday, August 7, 2023**. Applications will be reviewed on a rolling basis as they are received, so we encourage you to submit your application early. If you have any questions or issues submitting your application, please email us at [hiring@carbon180.org](mailto:hiring@carbon180.org) and we will be happy to assist you.

On the application, you'll be asked to

- answer some basic questions about your background and experiences,
- in place of a cover letter, answer a few written reflection questions to help us learn more about your interest in joining our team and in this role specifically, and
- Upload your resume for review.

## Interview process and timeline

- Applications are being accepted and reviewed on a rolling basis.
- There will be three rounds of interviews in August and September.
- We anticipate extending an offer in September or October.

We currently require that all employees that plan to enter a Carbon180 office or otherwise meet in person with coworkers or other third parties on Carbon180 business are fully vaccinated against the COVID-19 virus. Accordingly, this role may require full COVID-19 vaccination (subject to any exemptions or accommodations due to medical or religious reasons).

## OUR VALUES

At C180, we believe in living by an internal set of core values, which we strive to embody and celebrate in moments big and small.

- **One boat.** We work hard to ensure that we are rowing in one direction as a team, aligning our work and resources to shared goals.
- **Pencil to pen.** We think critically, do our research, and weigh multiple options. Then, we commit to action.
- **Win and lose together.** When one of us succeeds, we all win. When we encounter challenges, we determine how best to redirect the energy and resources of the team to attend to them.
- **Person in the professional.** Our team is composed of real people with real passions, interests, and needs, within and outside of our work. To be our best and most productive selves at work, we need to care for ourselves and others.
- **Make space, share space.** We believe in making space for all voices to be heard, in our team and our broader work — particularly voices historically disenfranchised and disproportionately impacted by the effects of climate change.
- **Be a window, not a door.** We are committed to transparency and shining light on how and why decisions are made. We are honest with one another, ask for clarity, and operate with integrity to build a culture of trust.
- **Grow the braintrust.** We are committed to constantly learning and staying up to speed on the state of our field. We work to grow our knowledge, sharpen our skills, and bring great minds to carbon removal.

*Carbon180 is an equal opportunity employer and does not discriminate on the basis of race, color, gender, religion, age, sexual orientation, national or ethnic origin, disability, marital status, veteran status, or any other occupationally irrelevant criteria. Carbon180 continually seeks to enrich its staff and team culture. In particular, we're dedicated to broadening opportunities for individuals from demographic groups that are historically underrepresented in the sciences and in environmental advocacy. We're also committed to building an inclusive workplace culture where talented people of widely different backgrounds can thrive. We've adopted this commitment because we believe the inclusion of culturally diverse perspectives will improve our work and produce better societal and environmental outcomes for all, including historically disenfranchised communities.*