Regional Resilience Catalyst

Description
Adaptation International is seeking a Regional Resilience Catalyst to join our organization to support climate resilience planning and project implementation in under-resourced communities in the South Central U.S. This position will work in close collaboration with the Southern Climate Impacts Planning Program (SCIPP), which supports building sustained, collaborative relationships, and equitable climate resilience in the South Central U.S. As a key member of the Adaptation International team, the Resilience Catalyst will also support broader climate resilience projects and field-building efforts with other thought-leaders, practitioners, and partners. The ideal candidate will be dynamic, hardworking, team-oriented, and committed to holistic climate change adaptation and resilience.

Responsibilities:
The primary role is to provide technical assistance and support building resilience to communities in up to two (2) of the following states and sub-regions: Arkansas, North Louisiana, South Texas, and West Texas.

Key responsibilities include:
- Building relationships with and fostering communication among under-resourced communities in the South Central U.S. region (including municipal staff, decision makers, planners, organizations, and interjurisdictional networks).
- Providing technical assistance in planning for long-term climate change and extreme weather events while considering short-term political, social, and financial challenges and opportunities.
- Enhancing the internal capacity of local governments to incorporate climate information into current and future operations and implement resilience projects.
- Developing resilience strategies, resources, and approaches to obtaining funding that meet client needs.
- Proactively managing concurrent tasks and deliverables, supporting colleagues with select project tasks, and developing well-written and concise reports and proposals.
- Mentoring Graduate Research Assistants seeking Master's degrees in Climate Adaptation during summer practicums and working with Historically Black Colleges and Universities (HBCUs) in the region to increase undergraduate representation in the climate adaptation field.

Note: Adaptation International uses a "three-legged-stool" approach to each of our projects, allowing the Specialist to collaborate on and pursue additional projects of interest.

Required Qualifications:
- Five to seven (5-7) years of education and experience working with multiple communities in varied socioeconomic contexts on climate adaptation and resilience.
• Demonstrated experience integrating equity and justice considerations into local-level adaptation and resilience projects.
• Working knowledge of both climate change science and environmental justice, especially as relevant to Arkansas, Louisiana, and Texas.
• Subject matter expertise in at least two (2) of the following six (6) areas: municipal government, urban planning, policy development, state and federal funding, engineering, and green infrastructure.
• Experience with assessments, participatory engagement, workshop design, strategic planning, or grant writing.
• Excellent critical thinking, writing, presenting, and personal communication skills.
• Capacity to work independently, proactively, and collaboratively to solve problems under tight deadlines.
• An inclusive and collaborative growth mindset, patience, leadership, and a sense of humor.

Desired Qualifications:
While not required, candidates with experience in the following areas are encouraged to apply:
• **Graphic Design & Communications** - Experience laying out reports, developing graphics or infographics, creating icons, and conducting outreach through social media channels.
• **Software Development or Data Management** - Experience supporting the development of websites, applications, or innovative tools for information analysis and digital collaboration.
• **Tribal & Indigenous Knowledges** - Individuals with indigenous backgrounds or direct experience working with Tribal and Indigenous communities.

Location & Travel:
This is a remote position, though the ideal candidate will be located in and/or have strong connections to one of the four (4) South Central States. The Catalyst is expected to make up to 12 short (2 days, 1 night) trips and 10 long (four days, three nights) trips annually.

Compensation:
This is a full time position with compensation ranging from **$60,000 to $80,000 per year**, commensurate with qualifications and years of experience.

In addition to competitive compensation, Adaptation International provides:
- Paid time off
- 401k with company matching contributions
- Health care
- A flexible, family-first work schedule

How to Apply:
Interested candidates may apply by sending a resume and cover letter to sascha@adaptationinternational.com. Applications will be reviewed on a rolling basis, with priority given to those received on or before **September 15th, 2023**.
Adaptation International is an equal opportunity employer and values diversity. We do not discriminate based on race, color, religion, sex, gender identity, national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, parental status, military service, or other factors.

Our Mission
To help communities and organizations around the world build resilience to climate change. We use collaborative approaches to connect the best available science and tools with local and traditional knowledges to empower communities to be holistic, equitable, and adaptive.

Our Vision
Our vision is for a world in which every community is prepared to face their local challenges related to climate change, with plans for action that are socially, economically, and environmentally beneficial to the whole community.

Our Values

Collaboration is Paramount
We can’t design perfect solutions and actions in isolation. By working collaboratively with our client partners, we’re better able to build their capacity so that they can continue to build resilience even after the end of our project.

Process Matters
The journey of building climate resilience is as important as the destination. Thus, in all the work we do, the process is as critical as the outputs. A well-designed process creates a lasting foundation that our client partners can build on to prepare for the impacts of a changing climate.

Local and Traditional Knowledge is Critical
Developing effective solutions requires integrating the best available science with the local and traditional knowledges that our client partners bring to the project. No one knows the communities and organizations better than the people we work with, and we trust that knowledge.

Everyone Gets a Seat at the Table
The most severe impacts of climate change will be felt first by communities that already have a history of marginalization and trauma and are almost always under-represented in decision-making. They have important insights and need to be included in the process of developing effective and lasting climate solutions. Within AI, we value diversity and the opinions of all of our team members. Everyone will be given an equal opportunity to share their thoughts, ideas, and constructive or critical comments in a safe and open manner.

Leadership Through Innovation
Responding to the evolving threat of climate change requires constant adjustment, innovation, and leadership to stay on the front edge of climate preparedness. We are leaders in the field and valuable advisors when we bridge the gaps between theory and practice, science and action, and use those experiences to continually refine and inform our approaches.
We Are More Than Our Work
Climate change is a serious challenge, but we don’t approach our work as a somber grind. We enjoy each other’s company and the diverse perspectives of everyone we work with. We are real people with families and personal interests. We strive to support the whole person and foster a work/life balance within the organization. This balance allows our team to work hard, play hard, grow both personally and professionally, and make a difference in the world through both Adaptation International and our personal interests and actions.