

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 an environmental justice (EJ) advisor to support our growing work around equitable and just carbon removal policy. The ideal candidate has experience working with EJ communities and is passionate about centering justice in climate policy. This person will report to the deputy director of environmental justice.

Major roles and responsibilities

- Lead the research and development of educational materials and other resources for different EJ audiences, including fact sheets, deep dives, infographics, and memos.
- Collaborate with the policy team to ensure new policy development is informed by justice and equity principles.
- Coordinate with the communications team to support relevant content creation, media engagement, social media planning, and other communications tasks. Support EJ-specific event planning, including community engagement workshops, gatherings with reporters and other media personnel, and more.
- Lead Carbon180's internal biweekly meetings on EJ and climate justice (CJ).
- Work across multiple projects led by the EJ team, including our regrants initiative.

YOU WILL NEED

- 0–2 years of experience.

- A healthy dose of climate rage and the determination to do something about it.
- Knowledge of the EJ movement, especially related to climate change mitigation and community engagement.
- Willingness to work across multiple projects in a fast-paced environment.
- Demonstrated commitment to diversity, equity, inclusion, belonging, and justice (DEIBJ).

WHO YOU ARE

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

- **You like to write, and you're good at it.** People go to you to help them convey complex ideas in a compelling manner and the right format.
- **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 roll with the punches and can turn on a dime.** You remain flexible and operate comfortably in rapid-response conditions. Often, it's on us to move fast to get people the information they need to invest confidently in our work.
- **You're high impact, low-ego, and kind to yourself and others.** Our core values (below) resonate with who you are and what you believe.
- **You excel on a small, nimble team, and are happy wearing lots of hats.** Working on a fast-paced and quickly growing team is familiar – and you love it. You are flexible, comfortable with ambiguity, know how to roll with the punches, can bounce right back after a setback, and get energy from building the plane as you fly it.
- **Creative problem-solving fires you up.** When faced with a mountain, you know there are plenty of ways to climb it. You aren't dissuaded by challenges. In fact, you're energized by envisioning approaches to facing them. You build structure out of chaos, but you believe nimble systems > bureaucracy any day.

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 \$84,300 with opportunities for growth up to \$109,600.

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 EJ advisor, please submit an application [here](#) no later than **Monday, July 31, 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 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 will be accepted through Monday, July 31, 2023.
- There will be three rounds of interviews in August and September.
- We anticipate extending an offer in September.

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.