

Job Opportunity:**Clean Air, Climate Justice and Transport Associate, Level I, II or III (National)**

This is a hybrid position (partially in-person). Most work can take place remotely from home and via video conferencing. Some meetings and activities will take place in-person.

Better World Group's Clean Air, Climate Justice, and Transport Practice

Better World Group (BWG) has been behind some of the nation's boldest climate policies and environmental strategies, including advancing clean and equitable transport strategies. In California and nationally, the transportation sector is one of the largest contributors of greenhouse gas emissions and harmful air pollutants, disproportionately impacting low-income communities and communities of color. When air quality is poor, heatwaves and other extreme weather events can make the air we breathe even more hazardous. Clean air can reduce the exacerbating effects of air pollution on extreme weather events, helping communities adapt more effectively to climate change. Our firm works with state-wide and national partners to transition transport across all sectors towards a zero-emission, electric future. To mitigate climate change and improve air quality, we aim to bring clean air to those suffering from decades of environmental injustice.

About the position

BWG seeks a full-time Associate that will support the firm's *Clean Air, Climate Justice and Transport* practice. Specifically, the Associate will assist with managing national and state-wide coalitions. The Associate will also support and lead campaigns to accelerate the transition to electrify transport across various sectors engaged in goods movement.

The Associate will have a major role in building effective, equity, labor, health, consumer, and progressive business led-coalitions to successfully lead states to adopt and implement California's zero emission policies for "on-road" transport and marine shipping. This includes cultivating partnerships with environmental and climate justice organizations in California and in states throughout the U.S. to prioritize zero emission investments in low-income communities and communities of color. The Associate will also support manufacturer accountability campaigns in select states and support the development of state initiatives to accelerate EV Infrastructure deployment. In California, the Associate will support engagement of and partnership with racial equity-led organizations to support zero emission vehicle (ZEV) legislation, policy implementation, and regulatory proceedings, along with supporting communications campaigns.

The Associate will gain a variety of skills integral to their ongoing success in the private consulting sector, including analysis of bill and regulatory language, power mapping of policymakers, project and campaign management, writing for a variety of audiences, planning and facilitating stakeholder engagements, and developing pragmatic and implementable strategies and recommendations for coalition partners. The Associate will work independently and as part of a team to craft thoughtful and strategic interdisciplinary policy and campaign approaches that will create equitable, healthy, and sustainable communities across the U.S.

Additional major areas of responsibility may include:

- Participate in and facilitate policy advocacy coalitions
- Research and recruit environmental justice (EJ), labor, business, and environmental organizations, as well as local elected leaders to support clean transportation advocacy campaigns
- Analyze and track legislative and regulatory clean transportation policies
- Translate complex policy mechanisms into more accessible language for lay audiences
- Work with communications partners to develop and optimize policy advocacy messages
- Draft memos, reports, and other client-related work products
- Manage and update campaign listservs
- Support a variety of other projects in one or more of the firm's additional practice areas including: Clean Energy; Racial Justice; and Equitable Conservation Planning

- Have the ability and willingness to travel, as needed, to meetings and conferences throughout the state and possibly other locations
- Administrative tasks, as needed

Experience

Candidates must have at least two years of work experience in one or more of the following areas:

- Clean transportation
- State policy campaigns
- Climate and conservation policy
- Clean energy
- Environmental and racial justice
- Climate change adaptation policy
- Facilitation
- Communications
- Project management

An equivalent combination of education and work experience may be accepted.

Skills

Successful candidates must possess:

- Demonstrated critical and strategic thinking abilities and have a detail-oriented and proactive approach to problem solving
- A growth mindset to use available resources and feedback to continually develop expertise in their role and facilitate team learning
- The ability to effectively manage time, resources, and priorities to achieve desired project and task outcomes and strategic goals
- Excellent written, interpersonal, and oral communication skills

Compensation

This position is full-time (40 hours/week). This position will be remote with opportunities for in-person meetings and events.

Starting Salary Range: Salary based on experience: ranging from \$65,000 to \$75,000 annually.

Benefits: Health, vision, and dental insurance premiums covered at 100% for employee as well as Life and Long-Term Disability Insurance and a Flexible Spending Account option (pretax benefits used for unreimbursed medical expense, family care etc.). We provide a 3% annual salary match immediately to your 401(k)-retirement plan. Vesting occurs after the first year.

Paid time off: 15 vacation days, 15 paid holidays (11 federal, César Chávez Day, Juneteenth, Indigenous People's Day; and 1 additional day from a list of inclusive cultural, religious holidays or your birthday), and 5 paid holiday days for the last week of December from Christmas to New Year's.

Additional benefits: We provide an annual professional development budget starting at \$800. For staff who commute to BWG's office, we pay for Metro Rail Passes, this includes Metrolink and Amtrak.

BWG is an equal opportunity employer; all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, or any other



characteristic protected by law.

Application Process

To apply, please submit the following materials as a single PDF document to HR@betterworldgroup.com with "BWG – Clean Air, Climate Justice and Transport Associate" in the subject line. No phone calls please.

1. Cover letter
2. Resume
3. Writing sample (if part of a group project, indicate sections written by the applicant)
4. Presentation sample
5. Three professional (preferred) or academic references

Applications will be reviewed on a rolling basis beginning October 5, 2023. Interviews will be held on a rolling basis until filled.

About Better World Group

Better World Group (BWG) works across all sectors to develop forward-thinking, transformative strategies that address complex problems. Our clients - philanthropies, non-governmental organizations, and local and state government agencies - turn to us for our ability to craft and implement creative strategy, convene diverse stakeholders, and build consensus towards equitable and sustainable outcomes. BWG is a Latina-owned small business located in Downtown Los Angeles.

Our aim is to change systems by transforming culture to bring benefits, resources, and economic opportunities to communities of color, especially climate vulnerable and environmental justice (EJ) communities. BWG's projects range from leading state policy campaigns to accelerate clean transportation policies, to advising on clean energy development, to developing strategies on equitable outdoor access, natural resource protection, and community benefit agreements, to facilitating coalitions and processes that advance equitable, economic, and just policies in the face of a rapidly changing climate.

Better World Group requires all employees to be fully vaccinated for COVID-19, absent a legal exception for reasonable accommodation. Unvaccinated new hires have a 30-day grace period after their start date to get fully vaccinated or, if eligible, obtain a reasonable accommodation.