Position:
Climate Resilience & Equity Program Manager

Organization description:
The Office of Climate Change, Sustainability and Resiliency ("CCSR") at the City and County of Honolulu ("City") is focused on building a more resilient, safe and economically self-sufficient island community in the face of challenge and change. CCSR was established by a City Charter amendment in 2016 with overwhelming approval by O'ahu voters, and is tasked with tracking climate change science and potential impacts on City facilities, coordinating actions and policies of departments within the City to increase community preparedness, protecting economic activity, protecting the coastal areas and beaches, and developing resilient infrastructure in response to the effects from climate change. Additionally, CCSR is responsible for integrating sustainable and environmental values into City plans, programs, and policies. CCSR also administratively supports the City's Climate Change Commission.

CCSR coordinates implementation of the O'ahu Resilience Strategy and Climate Action Plan. Recently adopted, both outline 40+ actions to address interrelated challenges of long-term affordability, the impacts of and solutions to the climate crisis, and were based on input from thousands of island residents. CCSR's duties and responsibilities are further defined in Ordinance 20-47, including the climate resilience and equity program. Ordinance 20-47 obligates CCSR to coordinate actions and policies of City departments and agencies to advance procedural, distributional, structural, intergenerational, and cultural equity. One of those actions is inclusive, community-centered engagement practices and decision-making processes related to increasing community access, participation, and representation in programs and policies.

Climate Resiliency & Equity Program description:
Equity requires a holistic systems approach to understanding climate change. The Climate Resilience and Equity Program facilitates engagement with frontline communities to increase participation and representation in, as well as benefits from, programs, projects and policies to address climate change.

Duties and responsibilities:
● Ensure that environmental justice and social equity considerations are at the forefront of climate resiliency initiatives, considering disparate impacts, equity considerations, and best practices in the creation and implementation of City-level climate change mitigation and adaptation plans.
● Expand upon CCSR's equity tools, processes and training to lead and operationalize equity both internally within the CCSR and City as well as externally within communities, prioritizing frontline communities.
● Develop and recommend evidence-based, community-centered, culturally sensitive programs and actions to protect the resiliency and quality of life for residents—prioritizing those from frontline communities—in collaboration with government agencies, community-based organizations, businesses, and coalitions through building and maintaining relationships with these stakeholders.
● Coordinate events, such as community outreach, targeted education and stakeholder meetings, to provide increased access and engagement to frontline communities.
Facilitate community-based conversations and events considering the relationships between Native Hawaiian and indigenous culture, climate resilience, sustainability, ethnicity, and gender.

- Develop materials, trainings and presentations focused on climate equity for City employees.
- Support relevant policy development.
- Research, identify, and build trusted relationships with formal and grassroots community organizations to better align climate policies, sustainability goals, tourism impacts, and resilience projects with community priorities, needs and abilities.
- Translate climate resilience and sustainability policies and projects into social and traditional media that will effectively reach frontline populations with varying language and accessibility needs.
- Participate on behalf of CCSR in national conferences, working groups, local community-led initiatives, and networks of equity-focused organizations, such as USDN and GARE.

**Qualifications:**

- Bachelor’s degree in a related field from an accredited university
- Experience working with O’ahu's local frontline communities. Frontline communities often include low-income communities; immigrant and refugee communities including those with undocumented immigrants; Native Hawaiian, Compact of Free Association (more commonly referred to as “COFA”), and other Pacific Islander communities; communities of color; people with disabilities; people experiencing houselessness or housing insecurity; the LGBTQ community; as well as women, keiki, kupuna, and anyone at the intersection of these identities.
- Deep understanding of income, racial/ethnic, gender, and place-based inequities, specifically related to climate change mitigation and adaptation
- An understanding of Native Hawaiian culture, context, history and present day experiences
- Ability to communicate about climate, equity, and environmental justice issues clearly and concisely to diverse members of the public in both written and verbal forms
- Experience in policy formation, research, and analysis and familiarity with the implications and economic impacts of climate and sustainability policies preferred
- Experience with program planning and management, community engagement, and facilitation
- Excellent project management skills, experience using project management software a plus
- Excellent writing, communication, research and presentation skills with a strong attention to detail
- Comfortable working independently and as part of a team, and supervising team members, in a fast-paced environment
- Able to multi-task and organize projects in a professional and concise manner, and meet short timelines
- Proficiency using Microsoft Word, Excel, and PowerPoint
- Previous experience working in government preferred, but not required

**Compensation:**

Salary ranging from $64,620 to $75,588 annually, based on experience, plus full City benefits.

**To apply:**

Please send a 1-2 page cover letter, current resume, at least one writing sample, and three current references to resilienttoahu@honolulu.gov. Please highlight aspects of your experience relevant for this position and explain why you are interested in working with the City and County of Honolulu and CCSR.

**Deadline:**

Applications will be accepted on a rolling basis until the position is filled.