



## **DIRECTOR OF ENVIRONMENTAL HEALTH NORTH MANHATTAN, NY**

### **ABOUT US**

**West Harlem Environmental Action a/k/a WE ACT for Environmental Justice** is a non profit, community-based advocacy organization that works to build healthy communities by ensuring that people of color and/or low income residents participate meaningfully in the creation of sound and fair environmental health and protection policies and practices. **WE ACT is a nationally recognized leader in the environmental justice (EJ) movement** and is known for its work in the areas of children’s environmental health; government accountability; and climate, energy and environmental justice. WE ACT’s deep roots in the community, track record of policy impact, integrity and reputation are driving exponential growth over the next year, including in our federal policy office.

**WE ACT prioritizes the voices of longstanding community members, communities of color, lower-income communities and, most importantly, those who have been historically marginalized and subjected to environmental and other forms of racism and exclusion.** In accordance with the Jemez Principles, **we believe that communities must speak for themselves.** We work at the intersection of community engagement and activation, policy, research and education. WE ACT leverages our place at the table to push system actors, including elected officials, Big Greens, coalitions and allies to center racial justice and equity.

### **ABOUT THE ROLE**

**WE ACT is seeking a Director of Environmental Health with a demonstrated passion for justice and equity issues for our Northern Manhattan headquarters.** This individual reports to the co-founder and executive director and will lead WE ACT’s efforts to improve quality of life and environmental health outcomes in communities of color and low-income communities at the local, state and federal levels. The individual in this position will oversee the Environmental Health Department and the organization’s environmental health-related activities and campaigns.

The Director of Environmental Health will also help to define, develop and communicate the environmental health components of WE ACT’s policy agenda and promote public health awareness, coalition building and advocacy amongst WE ACT’s constituencies. They will lead WE ACT’s research efforts, and alongside their staff, ensure the presence of an environmental justice perspective in the environmental and public health arena. The director will be responsible for designing and implementing all aspects of WE ACT’s environmental health program. **Key responsibilities include:**

#### ***Program Development & Direction***

- Direct WE ACT’s Health Campaigns.
- Manage the department budget and help develop, fundraise for new environmental health projects within the scope of the organizational strategic plan and report regularly to funders.
- Oversee the evaluation of all of WE ACT’s environmental health work.

- Collaborate with WE ACT staff to analyze environmental health, justice and housing policies (citywide, statewide and national) and to contribute to the development of more effective and accountable policy, including the incorporation of health considerations into land use planning and economic development.
- Represent WE ACT, as necessary, at public hearings, meetings, conferences and press events.

#### ***Research and Dissemination of Health Information to Communities***

- Liaise with university academic partners.
- Develop and support the organization's work related to community driven and participatory action research.
- Coordinate community outreach and engagement and translational research with academic research centers.
- Direct WE ACT's *Beauty Inside Out Campaign* that is focused on banning toxins in cosmetics, hair products and skin lighteners marketed to women of color.

#### ***Supervision and Department Management***

- Supervises the Environmental Health Department staff, including Environmental Health Manager, part-time staff and interns.
- Provide support, guidance and performance appraisal and build the environmental health and health policy expertise and leadership skills of staff members.
- Assist in WE ACT resource development activities, including identifying potential sources of revenue to support the organization's environmental health activities and/or health policy strategy and objectives.
- Addresses urgent environmental health policy issues as they arise and perform research in response to community member, government stakeholder, policymaker, press and staff inquiries.

### **ABOUT YOU**

The incoming Director of Environmental Health is driven by their belief in and commitment to WE ACT's vision and mission. Through their track record as a program manager, the successful candidate oversees WE ACT's environmental health program. The senior manager builds authentic and lasting relationships inside and outside the organization with academic, community and coalition members, engaging with them as partners in WE ACT's mission and vision.

The successful candidate is entrepreneurial and self-directed, bringing policy and political savvy to prioritize an ambitious agenda for maximum impact. This role requires a deep commitment to the principles of environmental justice and the ability to influence the development and implementation of federal, state and local public health policy. The optimal candidate has worked in an advocacy environment and understands the movement context, possessing a strong grasp of the economic, social and political forces that shape environmental policy in the U.S. **The selected candidate will also possess most of the following *Core and Preferred* qualifications:**

#### ***Core***

- Strong commitment to the mission and goals of WE ACT and a strong passion for solving the climate crisis through environmental justice.

- At least 5 years of increasing responsibility in policy, advocacy, organizing and/or community outreach work, with a proven track record of accomplishments designing and executing strategies that generate strong coalitions and successful campaigns.
- Demonstrated experience working across lines of race, class, gender and geography and an analysis of how climate change and energy-related issues intersect with historically marginalized communities.
- Demonstrated understanding of how organized movements create change and accomplish policy objectives.
- Outstanding oral and written communications skills in order to:
  - Translate complex data and analysis into persuasive narratives;
  - Communicate WE ACT strategies passionately and without jargon.
- Strong project management abilities to ensure effective collaboration and projects that advance on time and on budget.
- Innovation, creativity and an ability to balance planning and visioning for the program with the need to complete project tasks
- Outstanding relationship-building skills with a wide range of diverse external constituencies, diplomatic abilities and authentic leadership skills that build the trust-based relationships necessary for stakeholders to buy in and share accountability for our collective work.
- Demonstrated ability to prioritize and be flexible in a fast-paced, constantly evolving and collaborative environment, where working on a team and working individually are required.

### *Preferred*

- Master's degree: MPH, MSW, MS, or background in science, environmental, climate, energy, transportation or civil rights policy.
- Published research or other peer-reviewed articles.
- Experience with Institutional Review Boards.
- Experience with qualitative research methods and / or social sciences and data software.

### **SALARY & BENEFITS**

WE ACT offers competitive nonprofit compensation and is committed to justice in salary transparency and wage equity. The salary range for this position is \$90,000 - \$108,000, based on experience and qualifications. WE ACT offers a generous suite of benefits, including comprehensive health care (medical, dental and vision), flexible spending account, life insurance, pre-tax transit program, retirement programs and paid holidays and vacation, along with onsite HR support for your benefit needs. WE ACT follows a **3-2 hybrid work policy**, requiring 3 days in the office per week. All staff are fully vaccinated.

### **OUR COMMITMENT TO EQUITY, DIVERSITY & INCLUSION**

**WE ACT is an equal opportunity employer and strongly encourages applications from people of color, women, persons with disabilities and LGBTQ communities.** We are committed to transparent and equitable recruitment, hiring and promotion processes that foster inclusion and belonging. If you've read this job description, are excited by it and can see yourself in this role, we hope you apply. If you need a reasonable accommodation during the application or interview process, please email David Hudson at david.hudson@weact.org.

### **HOW TO APPLY**

To apply or nominate a candidate, please send to [david.hudson@weact.org](mailto:david.hudson@weact.org) with “Director of Environmental Health” in the subject line a resume and cover email or letter answering the following:

- 1) Why are you passionate about environmental justice?
- 2) Share an example of a research effort or public health campaign you played a key role in that generated a significant win for communities disproportionately impacted by injustice. What did you learn in that experience that you would bring with you to WE ACT?

Submission in a combined PDF or Microsoft Word file is preferred. This position is open until filled and applications will be reviewed on a rolling basis.