



ENERGY JUSTICE SENIOR POLICY MANAGER

West Harlem Environmental Action Inc. (WE ACT for Environmental Justice) is a community-based, non-profit advocacy organization in Northern Manhattan whose mission is to build healthy communities by ensuring people of color and/or low income participate meaningfully in the creation of sound and fair environmental health policies and practices. We use community organizing, community-based participatory research and evidence-based advocacy campaigns to create systemic policy change at the city, state, and federal levels of government. WE ACT is locally and nationally known for its work on children's environmental health, community-driven climate resiliency, healthy homes campaigns, government accountability, and community-based environmental health research partnerships.

WE ACT seeks a full-time Energy Justice Senior Policy Manager to work closely with WE ACT's Executive Director and Director of Policy to research, report, and advocate for environmentally just policies to transition to clean and renewable energy for communities of color and low-income across New York City and State. The Senior Policy Manager will develop strategic and well-researched policy positions to achieve equity in energy policy and practice; advocate for these policy positions with city and state regulators and elected officials; and conduct outreach to regulators and other stakeholders to advise on energy policy that will help the State achieve a just transition.

The Senior Policy Manager will ensure WE ACT's energy-related policy agenda items support an equitable transition away from fossil fuels and evaluate renewable energy investment opportunities in communities with environmental justice concerns. They will advise internal teams on policy positions and on community-based energy justice issues and issues regarding renewable energy, fossil fuel infrastructure, public service commission matters, rate cases, utility affordability, and more.

The Energy Justice Senior Policy Manager defines and formulates WE ACT's energy policy positions, builds broad-based support for these positions, and promotes WE ACT's presence, and the presence of an environmental justice perspective in policy formation at the State and City levels, while coordinating with WE ACT's federal policy office to ensure alignment on the federal level.



PRINCIPAL RESPONSIBILITIES

Policy Analysis

- Develop and implement energy-related components of our public policy agenda to advance energy justice for the organization;
- Prepare analyses, position papers, comments, and presentations that will support implementation of policies that promote energy and environmental justice;
- Provide strategic advice on public policy issues to the Executive Director, Director of Policy and other WE ACT staff;
- Monitor and provide strategic advice, policy briefings, and recommendations on legislative and regulatory issues at the state and municipal levels;

Coalition Building

- Staff coalitions, advisory groups and other collaborative initiatives and projects;
- Organize and lead public facing and community-based planning initiatives including press conferences, advocacy days, facilitating workshops, developing planning materials, and strategically engaging in the public planning process to promote equity in energy-policy development and advocacy;

Government Relations & Public Affairs

- Lead and participate in policy-setting forums and government relations activities;
- Build community and government awareness on key policy issues through public education, government relations, collaboration with frontline community leaders, and media strategies;
- Create forums for dialogue with government officials, funders, agencies, and donors on topics impacting environment, environmental justice and environmental health in communities of color;

REQUIREMENTS

- At least 5 years of experience in clean energy policy, legal or regulatory matters;
- Deep understanding in energy policy, literature, and law; environmental policy and law; environmental justice concerns and perspectives; city, state and federal politics; and experience with New York political leadership is highly preferred;



- Research expertise in energy and environment;
- Recognizes ways that race and other identities (historically and presently) intersect and play out in the work, especially for clients and community members, and has demonstrated the ability to apply racial justice analysis to their work;
- Experience working in diverse communities;
- Excellent public speaking and writing skills required;
- Demonstrated ability to engage diverse stakeholders;
- Ability to work in a team of community organizers, policy advocates, and researchers;
- Strong sense of ownership over goals and takes initiative;
- Must be able to travel between New York City and Albany when needed;
- Must be able to work from WE ACT's New York City office on a hybrid basis

COMPENSATION & 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 - \$110,000 based on experience and qualifications. WE ACT offers a generous suite of benefits, including comprehensive healthcare (medical, dental, vision), flexible spending accounts, life insurance, pre-tax transit program, retirement programs, and paid holidays and vacation, along w/onsite HR support. WE ACT has a hybrid work policy based on your supervisor and organizational needs. All staff are required to be fully vaccinated.

HOW TO APPLY

Please email your cover letter, resume, three references, and 5-7 sentences answering the following question to our Director of Human Resources David Stewart Hudson at David.Hudson@weact.org, with 'Energy Justice Policy Manager' in the subject line:

To what extent should New York City limit renewable energy credits (RECs) for buildings to comply with Local Law 97 emissions limits?

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. Please note that phone calls will not be accepted.



OUR COMMITMENT TO DIVERSITY, EQUITY & INCLUSION

WE ACT is an equal opportunity employer and strongly encourages applications from people of color, women, persons w/disabilities, reentry and LGBTQIA+ 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 Stewart Hudson at david.hudson@weact.org.