



NATIONAL ORGANIZING MANAGER FEDERAL POLICY OFFICE - WASHINGTON, DC

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 is the only national EJ organization with a permanent presence in Washington, DC. Our newly minted five-year strategic plan outlines a federal policy strategy that includes advancing and reforming new national policy, practices and regulations; supporting policy implementation and regulatory efforts of existing policy to ensure accountability; convening coalitions, organizations and researchers to drive a shared national EJ agenda; building a powerful narrative to catalyze a national EJ movement; and serving as a connector, regrantor and technical assistance provider to build the capacity of EJ organizations into a powerful, cohesive national movement.

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 seeks a National Organizing Manager with a demonstrated passion for justice and equity issues for our Federal Policy Office. This individual reports to the National Organizing Director and will develop and execute impactful and comprehensive advocacy and government affairs campaigns, including but not limited to through the Environmental Justice Leadership Forum (EJ Forum), an alliance of more than 50 environmental justice organizations based in 22 states, which WE ACT convenes. The EJ Forum was initiated in 2008 in response to the emerging concerns around possible mitigation strategies and regulations that were being presented as options to reduce greenhouse gas emissions. These strategies and regulations had the potential to amplify the disproportionate environmental burden on communities of color and or low-income people.

By leveraging relationships with WE ACT's local members, as well as state and national coalitions and partners, the manager will elevate the most pressing issues to develop and drive the adoption of model EJ policy at the national level in order to remediate, redress and prevent environmental racism. The manager will help to build out the EJ Forum, supporting alignment on and support of a coordinated national agenda. The manager also plays a role in helping to build the capacity of EJ organizations by overseeing a regranteeing function and providing training around policy, advocacy, communications and/or fundraising to EJ organizations across the country. **Key Responsibilities include:**

Coalition Management

- Under the general direction of the National Organizing Director, support the management of the Environmental Justice Leadership Forum.
- Maintain a strong and effective working relationship with the WE ACT policy team to communicate and link local and state environmental justice issues with state and federal administrative, legislative and regulatory solutions.
- Help to manage working groups for EJ Forum members based on local, state and federal environmental justice priorities.
- Build new organizational relationships that reflect our values and priorities, contributing to and managing the growth of the EJ Forum that aligns with political realities for advancing equity, justice, climate and environmental policies and practices.
- Engage key leaders, organizations and partners in strategy implementation to build institutional and community buy-in for specific campaigns of the EJ Forum.

Technical Assistance & Training

- Develop an annual training calendar to support EJ leaders with strategies and tactics for local, state and federal (in-district) engagement, advocacy and community building.
- Partner with WE ACT Communications staff to build and effectively manage a thought leadership program and digital community for EJ leaders across the country.
- Manage the administrative model to deliver grants to EJ leaders in a way that works to dismantle the traditional power dynamic between funders and grantees.
- Support and project manage local, national and regional convenings of the EJ Forum, both in-person and virtual, including preparation of agendas and meeting materials, logistics and technology.

Policy Research

- Partner with the National Organizing Director and WE ACT's policy team to analyze advocacy and legislative proposals and produce written materials for policymakers and EJ Forum members.
- Support EJ leaders in increasing local and state advocacy and growing member/stakeholder bases.

ABOUT YOU

The incoming National Organizing Manager is driven by their belief in and commitment to WE ACT's vision and mission. Through their track record as an organizer, campaign or coalition manager, the successful candidate helps to coordinate WE ACT's national coalition and capacity building efforts. The manager builds authentic and lasting relationships inside and outside the organization with EJ Forum members, engaging with them as partners in WE ACT's mission and vision.

The successful candidate is entrepreneurial and self-directed, bringing solid coalition-based campaign and advocacy experience. This role requires a deep commitment to the principles of environmental justice and the ability to lead through influence, rather than positional authority. The optimal candidate has worked in political or policy campaigns or 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. This is an externally and internally calibrated role for a professional who has been part of successful campaigns and coalitions involving diverse stakeholders to win key fights that improve community health and well-being. The successful candidate will have played a positive role in effective networks that are rooted in trust and collaboration across sector, geography and community. **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 7 years of increasing responsibility in campaigns, policy, advocacy, community organizing and/or community outreach work, with a proven track record of executing strategies that generate strong coalitions and successful outcomes.
- Demonstrated experience working across lines of race, class, gender and geography and an analysis of how climate change intersects with historically marginalized communities.
- Developing understanding of how organized movements create change and accomplish policy objectives, legislative/policy analysis skills and familiarity with administrative, constitutional and regulatory processes.
- Strong oral and written communications skills.
- Strong project management and event production skills and a high degree of emotional intelligence to support collaboration between and among diverse stakeholders.
- Outstanding relationship-building skills with a wide range of diverse external constituencies and diplomatic abilities 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

- Background in environmental, climate, energy, transportation or civil rights policy.
- Knowledge of environmental policy, particularly as it relates to clean air, clean water, energy and environmental health issues.

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 \$75,000 - \$85,000, 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 with "National Organizing Manager" in the subject line a resume and cover email or letter answering the following:

1. Why are you passionate about environmental justice?
2. Briefly share an example of a campaign or coalition that you helped to manage. What was its purpose and what did it achieve? What did you learn that you would apply to WE ACT's policy and coalition-building goals?

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.