



**climate solutions**  
*accelerating the transition to our clean energy future*

## Oregon Director **JOB DESCRIPTION**

### **ABOUT CLIMATE SOLUTIONS:**

As a Northwest-based nonprofit for over twenty-five years, Climate Solutions' mission is to accelerate clean energy solutions to the climate crisis. Our vision is a thriving, equitable Northwest, powered by clean energy, inspiring the transition to sustainable prosperity across the country and beyond. Climate Solutions advances local, regional, and state action on climate and clean energy through championing transformational policies and market-based innovations; catalyzing powerful partnerships and a diverse movement for action and accountability; and communicating a bold vision for solutions at the scale required by climate science. Climate Solutions recognizes the impact of the climate crisis, pollution from fossil fuels, and at times the costs of proposed solutions fall disproportionately on communities of color, low income, Tribal Nations, and frontline communities, both in our region and across the world. For more information about Climate Solutions and our commitment to equity, please visit [www.climatesolutions.org](http://www.climatesolutions.org).

### **POSITION SUMMARY:**

We are seeking a strategic leader and advocate with a deep commitment to equitable and just climate and clean energy solutions. The Oregon Director provides senior leadership and cohesion to Climate Solutions' Oregon-based work to maximize the organization's impact in statewide policy advocacy and in our programs. The Oregon Director is a motivating manager who is knowledgeable about climate and clean energy policy and can build deeply-connected partnerships with a diverse array of players across Oregon. The Oregon Director will help drive our work to pass, implement, and defend cutting-edge policies at the state, local, regulatory, and utility levels, working in partnership with Climate Solutions staff and a broad set of community partners.

The position is a full-time, exempt position with a hybrid work schedule located in Portland, Oregon and supervised by the Director of Policy and Strategy.

### **ESSENTIAL DUTIES AND RESPONSIBILITIES:**

- Develop Climate Solutions' short- and long-term state strategy for strong climate and clean energy policies in Oregon, coordinating Climate Solutions regional resources into these efforts.
- Represent Climate Solutions in multiple policy and coalition efforts and play a leadership role in building and winning campaigns, interfacing and mobilizing with allies in the business, labor, communities of color, environmental, and other communities.
- Supervise and manage Climate Solutions' Oregon-based policy team and contract lobbyists, as well as other staff and consultants as needed.

- Develop relationships and collaborate with state legislators, other policymakers and coalitions of diverse stakeholders to support passage, implementation, and defense of equitable climate policies at the state and local levels.
- Serve as a key Climate Solutions representative externally, including providing public presentations, communicating with media, testifying at hearings, and creating regular content for the organization's communications.
- Build and maintain a high level of expertise and credibility in Climate Solutions' areas of focus.
- Incorporate [Climate Solutions' Equity, Diversity and Inclusion commitments, Commitment to Leading our Work with a Racial Equity Lens](#), and [Climate Solutions' values](#) into all aspects of the job.
- Participate in Climate Solutions staff meetings, trainings, racial equity conversations, and team meetings
- Meet staff reporting deadlines for program, development, and administrative tasks.
- Travel occasionally to Salem and other locations statewide, and to Washington State.
- Additional duties may be assigned within the course of the work.

## **DEMONSTRATED COMPETENCIES**

### **Skills and Knowledge:**

- Ability to develop and execute all levels of advocacy campaigns, including communications, lobbying, organizing, and coalition building.
- Ability to work independently, but also willing and able to work effectively as part of a team.
- Deep knowledge of state political landscape and legislative process.
- Proven managerial and team-building skills.
- Political savvy.
- Excellent writing, research, and critical thinking skills.
- Ability to develop and maintain meaningful relationships with policymakers, stakeholders, and other influential groups and individuals.
- Ability to research, analyze, and communicate complex information about legislative and regulatory policies, technologies, and trends to diverse expert and lay audiences.
- Ability to draft communication and campaign materials targeted to a wide variety of audiences.
- Knowledge of how climate change and climate policies impact different communities, especially communities of color, low-income communities, workers, and people from different geographic regions.
- Ability to set priorities and manage multiple short-term and long-term projects simultaneously and meet deadlines.
- Functional skills with Microsoft Windows and Office Software, including Word, Excel, Outlook, PowerPoint.
- Strong commitment to the mission and vision of Climate Solutions.

### **Experience:**

- More than five years of experience working on policy and advocacy spaces.
- At least two years of staff supervision experience.
- Experience working with diverse communities to advance equitable and just policies, with a preference for experience with Climate Solutions' areas of focus (climate, clean energy, electricity, buildings, and/or transportation).

- Experience with at least one of the following: state or local politics or legislative, utility, or regulatory processes.
- A demonstrated commitment to racial justice and the urgency of confronting institutional racism and inequity within our systems. A demonstrated commitment to equity and inclusion as organizational practice and culture.

## REMUNERATION

The salary range is \$120,000-\$135,000. Salary offers are based on a relevant experience calculator.

Climate Solutions cares about you as a whole person so we provide the following benefits to support your ability to be successful in the position and your health and well-being:

- Insurance premiums fully paid for the employee:
  - Medical
  - Vision
  - Dental, including orthodontia
  - Disability and Life Insurance
- Flexible Spending Account for medical, childcare, and commuter expenses
- Six weeks of paid leave and 14 flexible holidays (annually accruing)
- 401K starting after 3 months of employment with a 5% contribution by CS
- Flexible work policy
- A work environment that recognizes your family and community responsibilities
- A commitment to professional development, including both funds and time
- Paid time dedicated to work on equity and inclusion with a racial equity lens
- Annual performance reviews and ongoing feedback to support your development
- A strong commitment to successful onboarding and retention

## TO APPLY

- Email your résumé and a 1-2 page letter addressing the following question in PDF format to [employment@climatesolutions.org](mailto:employment@climatesolutions.org). Please be clear in the letter that you are applying for the Oregon Director role.
 

*Question: What excites you about working for Climate Solutions to advance equitable climate policies and clean energy solutions in Oregon? What experiences and perspectives would you bring to this role that would make you successful?*
- Please put OREGON DIRECTOR POSITION and YOUR NAME as the subject line of the email and label the resume with your first and last name.
- In the body of the email, please let us know how you found out about the position.
- These positions are open until filled. Resumes will be reviewed on a rolling basis.
- The successful candidate must be able to legally work in the United States. We are unable to sponsor work VISAs for this position.

*Climate Solutions recognizes that institutional racism, including systems and behaviors that maintain white power and privilege, exists within our organization, the broader climate and environmental movement, and throughout society. We also recognize that the impacts of the climate crisis, pollution from fossil fuels, and the costs of proposed solutions fall disproportionately on communities of color, low income, Tribal Nations, and frontline communities, both in our region and across the world. This is a barrier to a more equitable future and our ability to achieve our mission.*

*Climate Solutions has chosen to lead our work with a racial equity lens as a strategy to address all forms of oppression. Climate Solutions is committed to equal opportunity in employment and promotion for all qualified persons without regard to race, color, age, religion, sex, marital status, sexual orientation, gender identity, national origin, citizenship, military or veteran status, the presence of any sensory, mental or physical disability, pregnancy and childbirth, family responsibilities, or any other basis protected by applicable laws, regulations, or guidelines relating to discrimination in employment.*