



**Climate Change Consultant**  
**Cascadia Consulting Group, Inc.**  
**Position in Oakland, California**  
[www.cascadiaconsulting.com](http://www.cascadiaconsulting.com)

Cascadia Consulting Group is a women-owned, private environmental consulting firm that develops and implements innovative solutions to today's environmental challenges. Founded in 1993, Cascadia works with public and private-sector clients to advance sustainability through recycling and materials management, climate change mitigation and adaptation, energy efficiency, pollution prevention, transportation demand management, and water and natural resources management. The Cascadia team brings both expertise and creative thinking to research and analysis, strategic planning, program design and implementation, outreach, social marketing and behavior change, and evaluation. From our offices in Seattle (WA), Oakland (CA), and satellite locations, we serve clients across the country and abroad. Our mission is to inspire and empower communities everywhere to protect and restore our world.

Cascadia aspires to be a multicultural organization and seeks to hire individuals who contribute to our cultural fluency. We value employees who are aware of their own cultural lens, along with the impact it has on their interactions and work, and who can effectively connect across culture and difference, including race, class, gender identity, sexual orientation, and physical ability. Additionally, we hire individuals who value a collaborative, fast-paced work environment, who think creatively and communicate effectively, and who work hard to get the job done well. Consulting is about taking initiative, solving problems, and serving clients, so we seek staff members with skills in those areas.

### **Position Overview**

Cascadia is currently seeking a Climate Change Consultant to manage, lead, and expand our climate change adaptation, mitigation, and resiliency projects in California and beyond. Specific duties include working independently and with others to:

- Manage projects in the areas of climate adaptation, community resiliency, and climate risk management. Conduct vulnerability assessments and develop adaptation strategies for urban and/or natural systems through research and community engagement.
- Develop climate action plans that describe projected climate impacts, quantify current and future greenhouse gas emissions, and identify strategies to build resiliency and reduce emissions.
- Engage in business development, including formulating products and services, meeting with prospective clients and partners, and all aspects of proactive marketing and preparing proposals (teaming, strategy, proposal-writing, budgeting, interviewing).
- Communicate directly with and build positive relationships with clients/partners and manage teams through all phases of a project (planning, implementation, analysis, reports) from initiation to completion.
- Perform project management, including scoping, budgeting, planning, client communication, directing staff and/or subcontractors, reporting, and invoicing.
- Ensure that projects are delivered on time, within budget, and in accordance with Cascadia's reputation and standards for producing high-quality work products and outcomes.
- Advocate for the fair treatment and meaningful involvement of all clients, community members, and diverse stakeholders with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies.

## Required Qualifications

- Working knowledge of climate science, climate adaptation and mitigation strategies, and land carbon sequestration processes.
- Knowledge of California state, tribal, and local climate laws and regulations.
- Capabilities in equitable and culturally responsive engagement and facilitation.
- Established portfolio of successful policy, planning and/or analysis projects in the climate, energy, or environmental fields.
- Demonstrated experience with creating strategic plans, climate action plans, or other similar environmental or sustainability plans.
- Demonstrated initiative and problem-solving skills; exceptional critical thinking capabilities.
- Ability to work in teams as well as independently.
- Excellent writing skills and demonstrated ability to communicate scientific and technical ideas clearly using simple, commonly accepted language.
- Ability to work under tight deadlines.
- Comfort making presentations to clients and presenting information in a compelling, informative, and persuasive fashion.
- Strong interpersonal skills, including the ability to handle challenging situations with tact and sensitivity.
- Patience, leadership, humility, and a sense of humor.
- Intermediate to advanced experience with producing deliverables with Microsoft Office 365 programs including SharePoint, Word, Excel, and PowerPoint.

Other highly desirable attributes include:

- A bachelor's, master's, or other advanced degree in environmental sciences, environmental management, public policy, or related field.
- Background in urban planning/design, infrastructure/asset management, land use, or risk assessment/management associated with climate impacts.
- Excellent attention to detail complemented by strong organizational skills.
- Spoken and written fluency in both English and other languages commonly spoken in the Bay Area, such as Spanish, Mandarin, Cantonese, and/or Vietnamese.
- Commitment to thinking critically about your own cultural lens and being able to communicate effectively with people of different backgrounds and abilities. An ideal candidate will be committed to providing equitable engagement to our communities, stakeholders, and clients.

## Compensation and Benefits

This is a full-time, salaried, exempt position based in Oakland, California. The work may require occasionally working hours on weekends and evenings. Occasional travel may be required, including meetings and other activities outside standard work hours and sometimes including overnight stays.

Salary will be based on experience and competitive with jobs in the environmental sector. Cascadia offers a flexible workplace with a generous benefit package, including health insurance for employees at or above 60% full-time equivalent, 401(k) with an employer match, life insurance, long-term disability, transportation subsidies, flexible spending accounts, paid time off, sabbaticals, and paid parental leave.

## How to Apply

Prepare a compelling cover letter outlining your passion for and fit with the position, along with a complete chronological resume. Send both to [jobs@cascadiaconsulting.com](mailto:jobs@cascadiaconsulting.com) and indicate “Climate Change Consultant - [Your Name]” in the subject line. Your cover letter should address your ability to meet the criteria in the *Required Qualifications* section and highlight relevant experience, education, and why you are interested in this position. Review of materials is ongoing and will continue until the position is filled. Early application is encouraged.

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*Cascadia Consulting Group is an Equal Opportunity Employer and values diverse perspectives and life experiences. Cascadia does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy), gender identity, national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, parental status, military service, or other non-merit factor.*