



Climate and Sustainability Consultant

Cascadia Consulting Group, Inc.

Position in Oakland, California

www.cascadiaconsulting.com

Cascadia Consulting Group is a women-owned, private environmental consulting firm with 27 years of experience developing and implementing innovative solutions to today's environmental challenges. 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 established expertise and creative thinking to research and analysis, strategic planning, program design and implementation, outreach, social marketing and behavior change, and evaluation roles. From our offices in Seattle (WA), Oakland (CA), and Charleston (SC), we serve clients across the country and abroad.

At Cascadia we strive to create an equitable and inclusive environment at all levels of the organization. Having staff and partnerships that reflect the diverse communities we serve empowers us to shape innovative and effective solutions together with those communities most impacted by social, human, and environmental health challenges.

Position Overview

Cascadia seeks a Climate and Sustainability Consultant for our Oakland office to:

- Serve clients and stakeholders, including local governments, tribes, foundations, and nonprofits, and apply an equity lens when advocating for community needs.
- Research policies, trends, and best practices related to climate change mitigation and adaptation, renewable energy, water resource management, habitat conservation, and other sustainability and conservation topics.
- Prepare literature reviews and synthesize and translate complex information into clear, informative, and compelling materials (i.e. summaries, fact sheets, presentations, online dashboards/websites, reports, etc.) for diverse audiences.
- Analyze greenhouse gas emissions and climate change impacts, such as greenhouse gas inventories, climate vulnerability assessments, and sustainability metrics tracking.
- Effectively write and verbally communicate using a diversity of styles and perspectives.
- Manage tasks and projects (i.e. monitor budgets, support partners, manage subcontractors and invoicing, and lead client communications).
- Support and/or lead facilitation of multi-stakeholder meetings, workshops, task forces, and committees dedicated to a range of environmental topics.
- Produce high-quality work products and deliverables—such as polished written reports, fact sheets, tables, graphs, and other presentation pieces—that uphold Cascadia's brand and reputation for exceptional quality content.
- Ability to navigate client and government relationships, build partnerships, and network in the sustainability field.

The distribution of work among these key aspects will vary based on project load and applicant skillset.

Required Qualifications

This position requires a candidate with the following qualifications:

- A four-year degree or certification plus 4 years of experience in a related field, or 6-8 years of experience working on climate, sustainability, and/or natural resource management issues. An advanced degree is not required but is a plus.
- Demonstrated experience creating strategic plans, climate action plans, or other similar environmental or sustainability plans.
- Demonstrated understanding of climate change issues, including greenhouse gas inventories and strategies for reducing greenhouse gas emissions. Direct work experience in this area is highly desirable.
- Knowledge of California state, tribal, and local climate laws and regulations.
- Working knowledge of climate science, climate adaptation and mitigation strategies, and land carbon sequestration processes.
- Comfort making presentations to clients and presenting information in a compelling, informative, and persuasive fashion.
- Strong verbal and written communication skills and demonstrated ability to clearly communicate complex issues using simple, commonly accepted language.
- Background in public engagement and experience designing and/or facilitating workshops or trainings.
- Intermediate to advanced skills in Microsoft Excel.
- Excellent organizational and documentation skills, along with great attention to detail.
- Demonstrated ability to manage multiple tasks or projects, balance competing demands, set priorities, and meet deadlines.
- Interest in facilitating multi-stakeholder groups addressing natural resource issues.
- Willingness and ability to work effectively in a dynamic, fast-paced work environment.
- Ability to work with clients, partners, and colleagues in an innovative and culturally responsive way while exhibiting emotional intelligence.
- Intermediate to advanced experience with producing deliverables with Microsoft Office 365 programs including SharePoint, Word, Excel, and PowerPoint.

Compensation and Benefits

This is a full-time, salaried, exempt position based in Oakland. Salary will be based on experience and competitive with jobs in the environmental sector. Salary ranges will be provided to candidates invited to interview for the position.

The work may require flexible hours and may have designated hours including weekends and evenings. Occasional travel may be required, including meetings and other activities outside standard work hours and sometimes including overnight stays. 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, generous paid time off, professional development budget, sabbaticals, and paid parental leave.

How to Apply

Submit a compelling cover letter outlining your passion for, and fit with, the position. Please also provide a complete chronological resume. Send both to jobs@cascadiaconsulting.com and indicate "Climate and Sustainability 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. Please state where you learned about the position. Review of materials is ongoing and will continue until the position is filled. Early application is encouraged.

Cascadia Consulting Group is an Equal Opportunity Employer and values diverse perspectives and life experiences. We do not discriminate on the basis of age, color, race, disability (physical, sensory, and mental, including HIV, AIDS, and Hepatitis C), national origin, creed, gender identity, gender expression, sexual orientation (including transgender status), religion, ancestry, marital status, pregnancy and childbirth (or related medical conditions), maternity, use of service animal by a person with a disability, genetic information, medical conditions (genetic characteristics, cancer or a record or history of cancer), or, in certain circumstances, marriage to a coworker.