



Climate Equity Sr Consultant
Cascadia Consulting Group, Inc.
Position in Seattle, WA, or Oakland, CA
www.cascadiaconsulting.com

Cascadia Consulting Group is a women-owned, private environmental consulting firm with 31 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 Oakland (CA), Seattle (WA), and some remote employees, 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 most impacted by social, human, and environmental health challenges.

Position Overview:

Cascadia is currently seeking two Climate Equity Senior Consultants to lead the development, planning, facilitation, and implementation of climate equity strategies and initiatives that will promote diversity, equity, and inclusion (DEI) and environmental justice. This work will require applying climate justice and equity principles across multiple topic areas, including DEI strategic planning for environmental organizations and agencies, climate mitigation and resilience planning for governments, equity and environmental justice assessments, and more. Specifically, the Project Manager will:

- Understand and commit to implementing Cascadia's mission to "inspire and empower communities everywhere to protect and restore our world" in an equitable and inclusive way.
- Lead and co-lead project and team management duties for climate projects with an emphasis on diversity, equity, and inclusion, including budgeting, planning, client communication, directing staff and/or subcontractors, reporting, and invoicing.
- Lead and support business development opportunities, such as writing proposals, interviewing, and presenting at conferences.
- Lead and provide guidance on strategies to improve upon efforts to incorporate diversity, equity, and inclusion concepts into client work across multiple projects.
- Lead inclusive and equitable stakeholder and public engagement, including preparation and facilitation of stakeholder interviews, focus groups, briefings, and online and in-person workshops and public events.
- Lead the design of environmental equity and justice assessments to evaluate climate and sustainability plans and programs.
- Effectively write and verbally communicate using a diversity of styles and perspectives including synthesizing and translating complex information into clear, informative, and compelling materials (e.g., summaries, fact sheets, presentations, online dashboards, reports).
- Establish and maintain strong partnerships and build networks to further racial equity and social justice work in the climate and sustainability sector.
- Stay up to date on research, policies, trends, and best practices related to sustainable programs, climate change, and environmental impacts on frontline communities.
- Ability to occasionally travel locally or overnight, when permissible, for public engagement,

meetings, conferences, or other activities outside standard work hours.

This position description is designed to outline primary duties, qualifications, and job scope, but not limit the incumbent nor the organization to just the work identified or assigned.

Qualifications:

- Completion of an advanced degree at an accredited college or university in environmental sciences, environmental justice, sociology, public policy/ public administration, **or** related equivalent work experience.
- Experience – whether professional or lived – in working to address environmental injustices and racism.
- Experience developing, managing, and tracking project budgets and teams of different sizes and scopes.
- Demonstrated facilitation skills, including leading public/stakeholder meetings and presenting information in a compelling, informative, and persuasive manner.
- Effective written and verbal communication skills with the ability to adapt to a diversity of styles and perspectives, and the ability to communicate scientific and technical ideas clearly using simple, commonly accepted language.
- Demonstrated initiative and problem-solving skills; exceptional critical thinking capabilities.
- Strong interpersonal skills, including the ability to handle challenging situations with tact and sensitivity.
- Experienced in building client relationships, developing project plans, and writing proposals.

We encourage you to apply if you think you'll be successful in this job. This position is a Senior Associate with our Firm (distinguished from a Project Coordinator and Associate.) The experience and education typical to demonstrate this level of ability is a four-year degree in a related field (e.g., environmental studies) and at least 5 to 7 years of direct relevant experience of progressive responsibility. Ultimate placement and compensation offer is dependent on experience and demonstrated skills and abilities through the selection process.

Compensation and Benefits:

This is a full-time, salaried exempt position based in our Seattle or Oakland office. The position must be available for local staff and/or client meetings in the greater Seattle or Oakland area but may otherwise work remotely. Cascadia does have physical office space in both cities and a culture that encourages in-person engagement with colleagues while supporting remote flexibility. Compensation is based on experience and competitive with jobs in the environmental sector. **The salary range** for this position is \$89,252 - \$112,632/annually. **Note:** CA rate would be increased by +8% location differential. The work may require flexible hours (including hours beyond the standard workday such as weekends and evenings).

Cascadia offers a flexible workplace with the potential to work from home and the office, a generous benefits package, including health insurance for employees at or above 60% full-time equivalent, 401(k) with an employer match, life insurance, long-term disability insurance, transportation subsidies, flexible spending accounts, generous paid time off (per annum: 3 weeks' vacation, 10 holidays, 9 sick days pro-rated for FTE equivalency), professional development opportunities, sabbaticals, and paid parental leave. Cascadia also closes between December 25th and January 1st for a company-wide, paid winter break.

In accordance with Federal, State, and County regulations, Cascadia employees are required to be vaccinated as a condition of employment and show proof of vaccination, such as their CDC COVID-19 Vaccination Record Card or the vaccination record maintained by their health care provider unless requests for medical or religious accommodation are submitted and approved.

To Apply:

Submit a compelling cover letter and a chronological resume [HERE](#).

Your cover letter should highlight the ability to meet the criteria outlined above, relevant work experience, education, and your interest and passion for this position. Please state where you learned about the position. If your resume does not currently reflect the requested experience, please explain your adjacent skills and/or experience as applicable to this position. Applications will be accepted until the closing date of **Wednesday, March 27th, 2024**.

Cascadia Consulting Group is an Equal Opportunity Employer and values diverse perspectives and life experiences. We do not discriminate on the basis of race (inclusive of traits historically associated with race, including, but not limited to, hair texture and protective hairstyles), color, creed, ancestry, height, weight (including obesity), national origin, religious beliefs and practices including the wearing of religious clothing, jewelry or artifacts, and hair styles or body hair which are part of an individuals' observance of their religious beliefs, gender identity (transgender status), sex, sexual orientation, marital status, parental status, domestic partner status, political ideology, age, disability (sensory, mental, or physical – including the use of a trained dog guide or service animal), veteran or military status, medical condition (e.g., pregnancy, childbirth, breastfeeding and/or other related medical conditions; cancer, cancer related illness, or record or history of cancer; HIV/AIDS or Hepatitis C status; gender dysphoria), genetic characteristics (e.g., non-symptomatic carriers of inheritable diseases), retaliation for filing a whistleblower complaint, retaliation for opposing an unfair practice, or other basis protected by law.