



WILLAMETTE PARTNERSHIP

## Position Announcement:

### Co-Director, Environmental Justice Technical Assistance Center

Location: Hybrid - Portland preferred; other Oregon, Washington, Alaska, and Idaho locations negotiable

Opening: 4/27/23

Closing: Open until filled. Application review begins 5/22/23.

#### **Welcome to Willamette Partnership**

Willamette Partnership is a conservation non-profit with a deep commitment to helping build stronger, healthier, and more equitable communities. We believe that people need nature and that the well-being of communities and natural systems is inextricably linked. We do our work by building and supporting strong, multi-partner, multi-benefit solutions through effective collaboration.

We've put a lot of effort into developing Core Principles for our organization. At Willamette Partnership, we:

- Start with integrity.
- Respect and support the leadership of communities.
- Look to nature for solutions.
- Understand that our strength lies in partnership.
- Trust in our ability to find common ground.
- Ensure equity is part of all of our jobs.
- Find joy in contribution.

To learn more about who we are and how we work, check out our [2021-2023 Strategic Plan](#) (PDF).

Our work can look intense from the outside, but as one of our recent hires put it, "you're all remarkably chill people for the amount of work you get done." We pride ourselves on being just as fun and flexible as we are driven and productive. We actively

encourage and model a healthy work-life balance. And our relational approach to our work extends to our internal culture as well — we're there for each other, joyfully see each other as whole people (not just officemates), and genuinely enjoy getting to work together.

## About the Position

We are hiring someone to work alongside WP's Lynny Brown and a to-be-hired person at PSU's Institute for Tribal Government as a Co-Director of the emerging [Environmental Justice Thriving Communities Technical Assistance Center \(TCTAC\)](#).

This five-year program, funded through the EPA, is a regional collaborative that will provide technical assistance to EJ communities throughout Oregon, Washington, Idaho, and Alaska. Working alongside our core partners and selected subcontractors, we'll work directly with these communities to help them seek funding and implement solutions for environmental justice projects.

The TCTAC is all about building and strengthening community capacity, especially the capacity for environmental justice leaders and community-based organizations to:

- Engage diverse communities across our region, including those in remote and rural areas;
- Ensure decision making spaces are accessible by addressing the history and culture of decision making spaces and allowing more access for community members to meaningful engage and lead;
- Support communities in identifying environmental justice needs & priorities, and turning those priorities into action;
- Help the communities that need it most to access federal, state, and private funding; and
- Strengthen and sustain networks and partners

If this sounds like a lot...we know. That's why [we've designed the TCTAC](#) to incorporate collaborative processes, strong partnerships, a shared leadership model, and community-centered values for the duration of the project.

## Where We Work

The Willamette Partnership team has a hybrid work environment. We maintain a small collaborative office on Portland's Eastside with meeting space and shared desks. Team

members are welcome to use the space to their comfort level and are provided with an annual work-from-home stipend to provide equipment and materials for a safe and comfortable workspace. This position is expected to meet occasionally with the team and involve regular (15% - 20%) regional travel (estimated six week-long trips a year) around Oregon, Washington, Idaho, and Alaska, as well as occasional travel to Washington, DC or other locations (estimated once a year).

## **What to Expect**

Willamette Partnership, alongside our core institutional partners (Portland State University's Institute for Tribal Government and the Rural Community Assistance Corporation) and other selected subcontractors, just received word that our EPA TCTAC application was successful in March. As part of the application process, and to make sure we were prepared if our ask was successful, we've already scoped out how the TCTAC will operate, and a big part of that is a collaborative, shared leadership model. This Co-Director will share responsibility for the operation of the TCTAC in equal measure with the other two Co-Directors, with each person bringing their own strengths and skills to the team. We're specifically interested in hiring someone who brings complementary skills to the existing partners, is excited about collaborative leadership, and committed to environmental justice.

This position provides a unique opportunity to:

- Design, create, and operate a regional TCTAC that has the potential to impact dozens of communities a year.
- Work collaboratively with diverse communities (including Tribal governments, communities of color, rural communities, and low-income communities) and sectors to imagine and implement environmental justice solutions individualized to meet each community's values in ways that benefit the environment, human health, and community development.
- Lead creative problem solving with diverse collaborative groups through facilitation, process management, and/or community visioning & engagement.
- Maintain and grow a diverse network of partnerships and professional relationships.
- Support colleagues and external partners as they seek funding from foundation, state, and federal sources.

Because this position will be working alongside two other Co-Directors who are

bringing their own skills and expertise to the project, we're specifically interested in finding someone with complementary skills, which could include:

- Research design;
- Program evaluation;
- Data visualization;
- Storytelling;
- Etc.

## Qualifications

We are looking for an experienced professional with at least 5 years of professional experience in relevant fields, including water resources, infrastructure, urban or rural planning, community development, conservation, environmental justice, community engagement, natural resource management, environmental science, or public policy.

Ideal candidates will demonstrate knowledge, skill, and experience in:

- Connecting and working with diverse communities that experience inequity and injustice, including tribes, communities of color, or small, rural, and low-income communities.
- Strong project management, including demonstrated experience in tracking multiple projects at the same time, working toward milestones, and strong organizational skills.
- Working with or around federal/state agencies, including the ability to “speak government” and translate those opportunities into accessible language that communities can understand.
- Communicating clearly through concise writing, public speaking, in-person professional interactions, and collaboration with team members.
- Developing and applying a personal environmental justice/equity lens.
- Giving and receiving growth-oriented feedback to partners.
- Applying for funding from foundation, state, or federal sources.
- Working effectively both independently and in a team environment.

We will also prioritize candidates who demonstrate skills and experience in one or more of the following areas:

- Lived experience with environmental justice issues.
- Shared leadership and collaborative approaches to projects and programs.
- Ability to meet communities where they're at along their own environmental justice journey.
- Seeing people and communities for their whole selves, and working with them in a holistic way.
- Pursuing justice and changing systems while working productively with others inside those systems.
- Familiarity with regional state (OR, WA, ID and AK) and federal funding opportunities, especially in environment-related agencies.

## **Salary and Benefits**

The starting salary for this full-time position is anticipated to be between \$73,000 and \$86,000 depending on relevant experience and skills. The Partnership strives to be competitive, equitable, and transparent in our compensation approach and will share additional information on long-term compensation potential on request. We also offer a generous benefits package, including health, vision, and dental insurance, 11 paid holidays, an annual bonus, matching 401K, and paid time off accrued at ~6 weeks/year.

## **Application Process**

Interested candidates should submit a resume and a cover letter specifically stating how your knowledge, experience, interests, and skills relate to this position. All materials should be combined into a single pdf titled "LastName\_TCTAC2023.pdf". Submissions should be sent by email to [info@willamettepartnership.org](mailto:info@willamettepartnership.org). Please reference job #TCTAC-2023 in the subject line.

We anticipate holding two rounds of interviews for this position. We will begin reviewing applications 5/22/2023, and candidates can expect to hear from us within two weeks whether they are invited to schedule an initial interview. Interviewees selected to move on to a second and final round of interviews will be asked to provide a work product sample (e.g. writing sample, presentation, or video recording) and three professional references.

Willamette Partnership is an Equal Employment Opportunity employer. Applicants who need reasonable accommodation in order to participate in any phase of the application

process should contact Erin Legg at (503) 841-5466 or [info@willamettepartnership.org](mailto:info@willamettepartnership.org).

We are committed to nurturing an inclusive and welcoming culture that values the contributions of diverse experiences. We strongly welcome and encourage applications from people who identify as Black, Indigenous, Latinx, Asian, Pacific Islander, or other People of Color, people who are queer, trans, non-binary, people with disabilities, people who are immigrants, people from poor and working class backgrounds, and people from rural communities.

We are continuously working to improve our recruitment practices to be more equitable and transparent. We are grateful for any feedback, which you can send to [obrien@willamettepartnership.org](mailto:obrien@willamettepartnership.org).