

NORTH BAY JOB DESCRIPTION

[AirTable Application Portal Link](#)

JOB TITLE: Resilience Manager or Resilience Associate, North Bay, Full-Time

REPORTS TO: Sadie Wilson, Director of Planning and Research

We are looking for the right fit for this position and are open to hiring either a Manager level or Associate (entry) level depending on qualifications. We encourage all interested individuals based in Sonoma County or familiar with the community to apply.

California is in a new era of intense climate hazards and acute housing shortages. Communities across the state are struggling with how to keep people safe and ecosystems thriving. The North Bay is specifically facing skyrocketing housing costs while trying to recover from past and prevent future wildfires.

These climate and housing-related impacts are disproportionately felt by low-income, immigrant communities and communities of color—including many who have already been displaced from their homes due to recent fires. Equitable, holistic strategies and multi-sector collaboration that protects North Bay communities from wildfire prioritizing nature based solutions, increasing Climate SMART housing, and building community resilience are urgently needed now.

At Greenbelt Alliance, we've been hard at work for over 60 years protecting the Bay Area's natural and working lands and encouraging city-centered growth, resulting in nearly 3.3 million acres protected. To solve the complex challenges of today, Greenbelt Alliance is focusing our efforts to educate, advocate and collaborate on conservation and land use policy for a climate-resilient Bay Area. We're doing this by drawing on equitable nature-based solutions to ensure our most vulnerable communities thrive in a changing climate with climate-smart housing availability for everyone.

About the Opportunity:

Greenbelt Alliance is hiring for a Resilience Manager (3-4 years of work experience) or Resilience Associate (1-2 years of work experience), ideally based in Sonoma County or nearby who can work with multiple partners and jurisdictions in the North Bay to forge a collective vision for resilience that integrates equity, conservation, and housing.

This person will support and expand our wildfire resilience work, engage diverse leaders from communities typically underrepresented in land-use decision-making, identify and overcome barriers to infill housing development, and advocate for nature-based solutions to climate change that reduce wildfire and other risks. If you share this vision and urgency, this could be the role for you!

We are looking for someone who is already familiar with Sonoma County or the North Bay region and is eager to build relationships and engage communities around topics of climate resilience, equitable planning and policy, and wildfire. While existing experience and familiarity with topics of wildfire resilience, land use planning, advocacy, and community engagement are desired, we encourage interested local applicants to apply even if they don't have existing expertise in these topics.

You'll be a great Resilience Manager or Associate for Greenbelt Alliance if you:

- Bring a passion for solving complex problems, forging partnerships, and collaborating on finding solutions, with a commitment to community, the environment, and climate-smart housing for all.
- Enjoy cultivating relationships with local and regional stakeholders including with community-based organizations, government officials, agency and planning staff, firefighting professionals, and academics.
- Have a passion for climate and environmental justice and are interested in learning and/or expanding your experience in the field of climate resilience, community-centered planning, and equitable policy development.

Key activities will include:

- Leading local and regional advocacy efforts with robust stakeholder involvement that results in integrating equity, climate and housing considerations into land-use policies, development proposals, policy campaigns, and other relevant efforts.
- Working with our five person Program Team as a critical thinker, leveraging North Bay experiences and lessons learned to influence positive land-use outcomes across the Bay Area.
- Leading our Southwest Santa Rosa Resilience Hotspots work to engage diverse communities around extreme heat resilience and urban greening.
- Supporting our Sonoma Wildfire Buffer Pilot project through project management support, partner and community outreach, and sharing this work with a wide range of audiences.
- Serving as an effective communicator who will work with the Marketing and Communications team to articulate our work in a strategic and compelling way to influence the political will and support required for building climate resilience, climate justice, and climate-smart growth in the Bay Area.

Desired Qualifications for Associate:

- 1-2 years of experience in any of the following: advocacy, community-based projects, conservation, housing, environmental science, climate change, land use, housing planning, or related fields.
- Knowledge, experience and/or interest in politics and/or policy advocacy, a plus.
- Knowledge of the Bay Area, particularly the North Bay Bay, highly preferred.

- Demonstrated ability to build strong relationships with diverse stakeholders, forging working partnerships, navigating political landscapes with diplomacy, and cultivating new audiences.
- Highly values working in teams, and advancing justice, equity, diversity, and inclusion in the workplace and in our day-to-day programmatic work.
- Excellent writing and speaking skills.
- Basic understanding of Spanish
- Strong communication skills, responsibility and maintaining transparency.
- Values active communication, compassion, being bold and having fun.

Desired Qualifications for Manager:

- The above qualifications and:
- 3-4+ years of experience in advocacy, community-based projects, conservation, housing, environmental science, climate change, land use, housing planning, or related fields.
- Proficiency in Spanish
- Strong project management skills

*We are hoping the Resilience Manager can start around **January 15, 2023.***

- **Starting Salary Range for Associate:** \$60,000 – \$67,000, Full-time Employee (37.5 hours/week)
- **Starting Salary Range for Manager:** \$65,000 – \$78,000, Full-time Employee (37.5 hours/week)
- **Benefits:** Paid vacation and sick leave; full coverage for medical, dental, vision, and life insurance policies
- **Position Reports To:** Sadie Wilson, Director of Planning and Research
- **Timeline:** Hiring immediately, position open until filled. Applications will be reviewed and considered on a rolling basis.

Work Authorization:

At this time, Greenbelt Alliance is **unable** to offer assistance to noncitizens or nonresidents in obtaining employer-sponsored work visas. All employees must have authorization from the federal government to work lawfully in the United States of America. Authorization would include US citizenship, US permanent residency ("green card"), or any other type of unexpired work authorization visa issued by the federal government.

Equal Employment Statement:

Greenbelt Alliance is an equal opportunity employer that does not discriminate on the basis of race, religion, disability, gender, nationality, ethnicity, sexual orientation, or any other category. We strongly encourage people of color, LGBTQIA+ persons, people of different levels of physical ability, people with diverse national and class origins, and all qualified persons to apply for this position.