



Roots 2Empower

Job Posting: Program Manager

Roots 2Empower promotes economic empowerment for marginalized communities through civic engagement, public education, and environmental connection. We believe that as society transforms to address the intersecting climate, health, and economic crises, overburdened and underserved communities must be at the table, shaping the solutions.

The Program Manager will be an integral part of our small yet effective team working to advance social justice in Rhode Island. The Program Manager will lead the development and implementation of our intersectional environmental justice agenda, programs, and initiatives, serving as a strategic thought-leader and community engagement expert. This position requires a deep understanding of environmental justice principles, policy analysis, and community organizing.

This position reports directly to the Director of Environmental and Energy Justice and will collaborate with community leaders as well as our organizational partners and allies. The ideal candidate will thrive in a fast-paced, flexible, team-oriented environment and is motivated by challenges and movement work. This is a one-year position with the opportunity for extension.

Location: This is a full-time hybrid position based in Rhode Island. This role will spend up to 10% of their time traveling throughout the state and region meeting with stakeholders.

Salary Range: \$50,000-\$60,000 commensurate with experience. Roots2Empower offers generous paid time off and health and dental insurance.

Key Responsibilities:

- Community Engagement and Organizing
 - Build relationships with impacted residents in Rhode Island's environmental justice communities to understand their concerns and priorities.
 - Organize and facilitate monthly community dialogues.
 - Develop capacity-building resources to increase community preparedness and climate resilience.
 - Work with residents to identify and address barriers to civic engagement, building strategies that foster long-term community resilience.
 - Develop and implement training programs for community leaders.
- Advocacy
 - Ensure community voices are heard by meeting regularly with key decision-makers within state and municipal governments.
 - Research and analyze existing environmental, energy, and adjacent policies to identify gaps and opportunities for improvement.

- Work with partners, allies, and community leaders to co-create and advance equitable solutions to environmental and social injustice.
- Communications
 - Develop educational materials to address community concerns involving environmental hazards.
 - Work with the Director of Environmental and Energy Justice to develop and implement strategic communications plans to engage the public on environmental justice and adjacent issues
- Coalition Building
 - Foster partnerships and collaborations with diverse stakeholders.
 - Represent Roots 2Empower in various groups and coalitions.
 - Represent the organization at meetings, conferences, and public hearings to advocate for intersectional environmental justice.

Qualifications

- Proven experience in environmental justice advocacy, campaigns, or public policy.
- Strong knowledge of environmental justice principles, policies, and current issues.
- Excellent research, analytical, and public education skills.
- Experience in community organizing and working with diverse communities.
- Excellent communication and interpersonal skills.
- Demonstrated ability to lead and manage campaigns and initiatives.
- Proficiency in data analysis, including the ability to work with environmental and demographic data.
- Commitment to social and environmental justice, equity, and inclusion.
- Bi-lingual in English and Spanish and/or Portuguese is preferred.

Schedule: Generally Monday through Friday 9am-5pm with the ability to design a flexible schedule. Work days and hours will shift depending on scheduling needs and in-person community events.

To Apply:

Please submit your resume and response to the two questions below to contact@roots2empower.org with "Program Manager" in the subject line. In lieu of answering these questions, you can submit a cover letter with your resume. We will accept applications until December 13, 2024 and hope to finalize the hiring process by mid-January 2025.

- Why do you want to work for Roots 2Empower? This can include (but not limited to) what inspires you about our values, how you connect to our mission, what projects excite you, or what you like about our approach to environmental advocacy.
- Based on your work and personal experiences, what makes you a good fit for this position? This can include (but not limited to) what past experiences (professional or

otherwise) relate to this job's responsibilities, what skills you are excited to share, or other reasons you are a good candidate for this role.

To learn more about us, visit our website at www.Roots2Empower.org.