

POSITION DESCRIPTION

POSITION TITLE: Just Transition Organizer (Full-time)
LOCATION: Remote: on or near Navajo Nation
REPORTS TO: Organizing Manager
SALARY: \$61,920 plus Benefits
CLASSIFICATION: Exempt



MISSION

Diné C.A.R.E.'s mission is to advocate for our traditional teachings by protecting and providing a voice for all life within and beyond the Four Sacred Mountains. We promote regenerative and sustainable uses of natural resources consistent with the Diné philosophy of life.

JOB DESCRIPTION

The JT Organizer will be responsible for organizing and implementing Diné C.A.R.E.'s environmental justice initiatives, advocating for the protection and health of Diné lands and communities, promoting renewable & sustainable forms of economic development and an energy transition based on just and equitable principles. The JT Organizer will carry out public education & outreach, community organizing, and network with grassroots and partners, building support for policies that support the retirement of coal and fossil fuels, prevent new resource extraction and advocate for the remediation and clean-up of coal operations and coal ash waste across Navajo Nation lands, adjacent states, and jurisdictions. The JT Organizer will conduct community education campaigns to ensure Diné communities are informed and knowledgeable of JT principles. The JT Organizer will utilize Diné C.A.R.E.'s organizing principle of empowering communities to speak for themselves so that, together, we promote renewable and regenerative energy strategies to ensure a healthy future for Diné communities. The JT Organizer must be willing to engage with decision-makers, research JT policies and organize community involvement.

JOB RESPONSIBILITIES

1. Organizer

- Collaborate in strategy development with Diné C.A.R.E. staff and board members on Just Transition policies.
- Effectively communicate information and provide updates on campaigns and other work.
- Work as a team player and support all Diné C.A.R.E. initiatives, programs, and projects.
- Participate in report back to Diné C.A.R.E. on coalition and partner meetings.
- Represent Diné C.A.R.E. in public meetings and events, promoting campaign initiatives, programs, and projects.
- Design and disseminate educational materials (print and online) to gather public support for energy transition, fossil fuel retirement, diversification, clean-up and remediation, including fact sheets and letters to policy leaders.
- Design and disseminate audio and video public education and materials.
- Organize outreach events, forums, trainings, and other activities.
- Coordinate, facilitate and host meetings, field tours and other public education events.
- Identify and recruit grassroots-community supporters and volunteers.

- Mobilize Navajo Nation members and other New Mexico, Arizona, and Utah community advocates to participate in public agency processes; providing public comments before tribal, state, and federal officials.
- Attend Navajo Nation Chapter meetings, Council Delegate committee meetings, and other relevant department and agency meetings.
- Attend tribal, state, and federal public agency meetings and build effective relationships with key decision-makers and leaders.
- Collaborate with other Diné grassroots, partner organizations, coalitions, and allies.
- Assist in fundraising efforts by participating in donor recruitment and grassroots fundraising events.
- Research and analyze pertinent Just Transition materials, articles, and studies.
- Assist with posting social media updates.

IDEAL CANDIDATE

The JT Organizer is a team leader and inspired motivator. You are energetic, resourceful, communicative, emotionally intelligent, diplomatic and able to work with a variety of people. You are able to navigate social, cultural and political complexities. In working remotely, you are highly dependable, organized, and self-motivated, possessing a personal desire to work with grassroots communities and committed to take the initiative to educate, identify collaborative partners, and seek and promote environmental justice.

COMMITMENT TO SHARED VALUES/CHARACTERISTICS

HONORS CULTURE: Grounded in Diné tradition with our Tádídíín.

You are knowledgeable of and will honor the Diné way of life and traditional teachings.

COSMOS FOCUSED: Defend all life because all life forms have rights.

You acknowledge the Diné teachings of Ké and that we are related to all living lifeforms, and seek a balance of Hózhó in all aspects of life. You have the capacity to see the big picture.

PROTECTOR: Works to protect Diné Bikéyah for future generations. You possess an understanding that all current actions impact future generations. You are a highly skilled professional with credibility in and knowledge of the field of environmental issues and have demonstrated a commitment to diversity and social justice.

TEAM LEADER: Knowledgeable and experienced in taking ownership of challenges and are able to lead a team in a respectful and trusting manner. Excellent relationship-building skills.

COMMUNICATOR: Speak with the understanding that our words carry the power of prayer. You are able to present compelling presentations, delivering the educational information necessary when debating and advocating for Diné Bikéyah. You are able to address community members, tribal officials and other leaders in a respectful manner, always focused on advocating for Diné C.A.R.E 's goals.

SOCIALLY & EMOTIONALLY INTELLIGENT: Reverence for the interconnectedness of all life. As an organizer, you lead and encourage others to focus on strengths to accomplish team goals. Ké relationships are the model of relationship building in such a way to promote trust and respect with others.

GOAL ORIENTED: Know that the decisions we make today impact future life. Your work activities are focused on identified objectives and goals always working toward completing timelines, specifically those identified in Diné C.A.R.E.'s Strategic Plan.

PROBLEM SOLVER & SOLUTION FOCUSED: You have a strong ability to assess, review and forge pragmatic solutions in environments characterized by ambiguity and complexity – planning, prioritizing, and executing work in a proactive fashion for the benefit of the organization. You also are solution focused when conflict arises.

QUALIFICATIONS

1. Bachelor's degree required.
2. Two to four years experience in community organizing in climate science, renewable energy and/or environmental fields preferred.
3. Two years or more experience in social justice or environmental justice campaigns and movement building preferred.
4. Demonstrated commitment to the principles and priorities of Diné C.A.R.E.
5. Diné C.A.R.E. strongly encourages Diné applicants, who have strong connections to tribal communities. All applicants must demonstrate the cultural competence needed to work with our diverse Diné communities and stakeholders. We adhere to the Navajo Nation Preference in Employment Act.
6. Must have basic conversational Diné language skills.
7. Must have knowledge of historical root causes of environmental inequities and current Navajo institutions.
8. Understanding of governmental processes that exist in Navajo chapters, Navajo Tribal government, county, state and federal levels.
9. Must possess the ability to work with diverse partners and stakeholders to build trust and advance aligned goals, opportunities and meet challenges.
10. Demonstrate analytical and critical thinking skills; develop and present recommendations with supporting rationale.
11. Must meet deadlines and deliver work on a timeline, including monthly reports.
12. Excellent organizer skills and ability to execute environmental justice initiatives.
13. Ability to connect multiple perspectives through a holistic approach in order to reach consensus and develop strategies that balance team needs.
14. Accurate and quick to assess problems, strategize solutions and collaborate with team through problem-solving processes.
15. Possess conflict resolution skills and is solution focused.
16. Demonstrate commitment to social and environmental justice principles and be able to work with diverse constituencies, regardless of race, gender, sexual orientation, national origin or immigration status.
17. Possess strong written and oral communication skills, capable of articulating vision to diverse audiences.
18. High level of professionalism and exceptional interpersonal skills.
19. Proficiency in MS Office Suite (Word, Excel, PowerPoint).
20. Proficiency in web-based collaboration and/or virtual meeting platforms (Zoom, etc.)

TRAVEL:

Must have reliable transportation to travel in the Southwestern region.

Position requires travel statewide and nationally, as needed.

1. Must possess a valid driver's license and possess current insurance.
2. Must be willing to authorize a background and criminal history check.

TO APPLY

Send your completed job application documents (letter of intent, resume, and Diné C.A.R.E. employment application) to [hiring@dine-care.org](mailto: hiring@dine-care.org) by **December 20, 2024**.