



Community Programs Director

Do you want to advance racial and economic justice while tackling climate change? Join an innovative young nonprofit organization, All In Energy, working to expand access to climate solutions and green jobs across the Commonwealth. Our mission is to accelerate an *inclusive* clean energy economy. We work hand-in-hand with cities and local community organizations to connect communities of color, non-English speakers and renters/landlords to energy-saving programs and affordable renewable energy. These programs help families save money, make their homes healthier, and combat climate change. We leverage this work to increase opportunities for diverse, multilingual talent to access careers in the clean energy industry. We currently operate in 8 communities in eastern MA and will be expanding our operations to support 15-20 MA communities in the next 2 years.

We are seeking a strategic, success-driven Program Director who loves to work with partners and develop staff talent to join our hardworking team of changemakers. Your role will be to oversee our multifaceted community outreach campaigns in 30 communities across the state. You'll keep your eye on the high level strategy and goals while managing our Program Team who builds partnerships and does outreach to enable residents and small businesses to take action to save energy and money. You'll be a member of the organization's Executive Team and will guide our program strategy to meet the organization's high level goals and ensure residents benefit from statewide energy efficiency and renewable energy programs.

We are looking for a motivated individual who thrives in a fast-paced environment, enjoys coaching and managing staff, and who can keep both the big picture and daily details in mind as they juggle a variety of tasks. This is an exciting opportunity for someone committed to expanding access to climate change solutions to take on a leadership role at a young and innovative nonprofit organization. Together we can ensure residents in historically underserved communities can save money, green their communities and combat climate change.

Key Responsibilities:

- **Oversee program team to meet organizational goals:** You will translate organizational goals and high level strategy into an executable plan and will manage our Community Programs and Partnerships Team, as well as seasonal canvassing and events staff, to meet those goals. You will work closely with our Communications Team to ensure our partner communities have appropriate outreach materials and to create opportunities to educate residents and feature community stories through local media. Additionally, you will collaborate with our Customer Action team to address customer needs from the field.
- **Manage program budget and refine program strategy:** You will oversee a program budget and will analyze the effectiveness of our outreach strategies using both data and qualitative information. You'll work with the team to adjust our approach to reach our priority populations and ensure we are using our financial resources wisely. You'll also be



responsible for capturing and sharing lessons learned to improve our work and influence the larger energy efficiency and renewable energy programs we promote.

- **Foster strategic relationships and represent the organization to external stakeholders:** You will represent the organization in regular meetings with our city and utility partners and will help to communicate about our work to the utilities and state entities to influence positive change in the industry. You will help to generate awareness and excitement about our mission and support fundraising efforts by helping to capture and share the stories of our work.

Qualifications:

- Passionately embrace the mission of All In Energy, with a strong commitment to addressing climate change, equitable clean energy access, and/or economic and environmental justice.
- 5+ years relevant professional experience
- A focus on driving success both in terms of quantitative metrics and positive relationships
- Experience managing a racially and/or linguistically diverse team and an approach that supports individuals' professional growth
- Commitment to transparent and collaborative leadership
- Experience leading community outreach campaigns and partnership development
- Experience working in low-to-moderate income and/or majority-minority communities.
- Comfort using data analysis to draw conclusions.
- A successful track record in setting priorities; keen analytic, organization and creative problem solving skills which support and enable sound decision making
- Excel at keeping a team organized and aligned, with a strong attention to detail and ability to manage multiple tasks to meet deadlines.
- Comfortable working independently and as a part of a small, nimble team.
- Willingness to travel around Massachusetts, once this is safe again. A valid driver's license and access to a vehicle is required.

Preferred qualifications:

- Native or fluent speaker and writer in language(s) prevalent in communities we serve: Spanish, Portuguese, Chinese, Khmer, Russian, Haitian Creole, Cape Verdean Creole.
- Knowledge of state residential energy efficiency and renewable energy programs.
- Public speaking or presentation experience.
- Experience with Salesforce or similar database system

Hours and Compensation:

- 40 hours, position will include occasional weekend and evening events
- Salary \$60,000-\$75,000, commensurate with experience.
- Pre-tax health insurance stipend.



- Additional benefits include flexible schedule, paid sick time and vacation time, flexible working location. Work from home possible, even in non-COVID times, with periodic in-person meetings across MA. We also have access to a shared workspace near BU Central Green Line T Station, pending COVID restrictions.

All In Energy is an equal opportunity employer who values diversity. In particular, we're dedicated to broadening opportunities for individuals from demographic groups that are historically underrepresented in the clean energy economy. We're committed to building an inclusive workplace culture where talented people of widely diverse backgrounds can thrive. We are actively seeking people who bring diverse backgrounds and perspectives to join us in this work.

To apply, please email a brief cover letter and resume to careers@allinenergy.org with the subject line "Program Director"