



Graphic Designer

Do you want to advance racial and economic justice while tackling climate change?

Join our innovative non-profit and be part of a talented diverse team driven to expand access to climate solutions and green jobs across Massachusetts. 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 to energy-saving programs and affordable renewable energy. These programs help families and businesses save money, make their homes healthier, and combat climate change. We are also increasing green career opportunities for people of color, multilingual individuals and women.

We are seeking an organized, motivated, and creative Graphic Designer who thrives in a fast-paced environment and enjoys creating visually-appealing outreach materials for diverse audiences to join our hardworking team of changemakers. Your role will be to coordinate and design marketing collateral to enable our municipal and community partners to expand their reach and ensure residents and small businesses across the Commonwealth can benefit from nation-leading energy efficiency programs. This position goes until the end of 2023, with the potential to extend into a long term position, funding dependent.

Key Responsibilities

- **Collaborate, strategize and develop** a set of outreach materials that engage residents and small businesses to participate in energy-related programs, including materials like flyers and newspaper ads, content for social media and websites, and short videos. You will ensure alignment of messaging and branding across programs, while being responsive to local needs for customization from community partners. The designer should be able to take written or spoken ideas and convert them into a design that connects and communicates the project's goals.
- **Communicate and obtain feedback from our internal team** to ensure designs meet the brand guidelines and standards of our organization and our partners, express ideas accurately and simply.
- **Communicate with partners** including municipalities, community-based organizations, and local gas and electric utilities to gather feedback on designs. You will also coordinate the review and approval of materials by partners.
- **Lead projects from concept to conclusion efficiently**, proposing visual concepts, drafting, receiving and incorporating feedback from stakeholders, and incorporating multiple languages in materials when needed.



Qualifications:

- Passionately embraces the mission of All In Energy with a strong commitment to addressing global climate change, equitable clean energy access, or economic and environmental justice.
- Exceptional creativity and innovative design skills.
- Three or more years of experience (academic and professional) developing high-quality graphic design materials
- Confident using design software, including Illustrator, InDesign, Photoshop, Canva.
- Strong attention to detail and ability to create and maintain clear organizational systems.
- Ability to write clearly and concisely for general audiences.
- Excellent project management skills with a strong track record of managing on-time delivery of short-turnaround projects.
- Proven ability to take initiative, learn quickly and creatively problem solve.
- Ability to prioritize and manage multiple tasks.
- Excellent communication and presentation skills.
- Comfortable working independently and as a part of a small, nimble team.

Preferred qualifications:

- Three or more years of experience in professional graphic design, preferably with a creative or marketing agency.
- Bilingual in English and Spanish or Portuguese, both written and spoken.
- Knowledge of website design and video creation.

Hours and Compensation:

- Full time or part-time candidates will be considered.
- The position's term runs until December 31, 2023 (negotiable), with a potential to extend to a permanent position
- Salary \$46,000-\$48,500 commensurate with experience.
- Flexible work (hours or location) with periodic in-person meetings.
- Relaxed dress code.
- Generous vacation, sick and holiday benefits.
- Health, dental and vision insurance (full-time employees).
- Business Travel reimbursement.
- Technology access with option to purchase upon departure.
- Stipends for workspace ergonomics furniture and professional/personal development.

COVID19 Vaccination Policy

In line with All In Energy's values to support the health and resilience of our staff, partners and communities, we require all new hires to be fully vaccinated for COVID-19 as a condition of hire. All In Energy follows the [CDC definition of "Full vaccination"](#) which may change overtime. Requests for an exemption and reasonable accommodation due to a medical disability or a sincerely held religious belief will be evaluated on a case-by-case basis and consistent with applicable law.



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 "Graphic Designer Application."