



CLIMATE & CLEAN ENERGY POLICY LEAD

About Us

Front and Centered imagines a future full of possibilities, and one that is rooted in the rise of frontline communities for climate justice. Born nine years ago as a collective of visionary Black Brown Indigenous and People of Color community leaders, we have emerged as the leading statewide coalition advancing the solutions to climate change and environmental injustice by advancing our vision for a [Just Transition](#). The essence and the ideas which seeded the bold vision as a people-powered, values-based climate and environmental justice movement in Washington early on, remain embedded in our community leadership which guides our Front and Centered team of experts into the future.

Black, Brown, and Indigenous leaders are organizing in rural towns and rising in urban neighborhoods across the state. The coalition envisions “a future where our communities and the earth are healed and thriving, our people have dignified work and the building blocks of opportunity and prosperity, and our government values, respects, and represents us.” They shine a light on the environmental injustices endured. They survive and thrive against all odds, as they share their wisdom, insight, and solutions to climate change and environmental racism. Across the state, coalition members bear witness to oppression and come together to lift what is possible.

With community voices guiding the vision and strategies of Front and Centered, our staff team serves as a backbone for the coalition, a statewide center for coordinating and developing policy analysis, advocacy strategy, research and development, leadership support, capacity building, and diversified funding and other resources to sustain and grow the movement. This unique integration from community-driven expertise and resources is what Front and Centered powerfully brings together -- the people, policy, and practice of strategic impact. Our body of work is broad and deep, from the groundbreaking [Environmental Health Disparities Map](#), the [100% Clean Energy Transformation Act](#), the [Healthy Environment for All Act](#), to the methodologies and reports generated as a result of our community data-driven listening sessions. The coalition will continue to build and bring all tools to bear – from law and policy changes to innovations which are evidence-based and inspired by frontline community stories, to public education.

Join us as we develop our next actions to show how frontline communities are leading the transition away from an extraction-based economy toward a regenerative future!

About The Position

The Climate and Clean Energy Policy Lead will drive our advocacy efforts to transition to a just and equitable energy future. This individual will lead the organization's work in advocating for policies, initiatives, and strategies that support a clean energy transition, focusing on utility advocacy, renewable energy adoption, energy affordability, and enhancing energy access and resilience. They will collaborate with partners, stakeholders, and communities to ensure that the transition to renewable energy prioritizes frontline communities most impacted by environmental injustice. The Climate and Clean Energy Lead will help shape a sustainable energy landscape that promotes equity and inclusion for all by addressing these critical focus areas.

This position will report to the Climate Justice Program Manager.

Front and Centered agenda includes our vision for:

- *Equitable Co-Governance* - The communities most impacted by the extractive economy are at the center of government decision-making on the transition to a just and equitable environment. Including, implementation of the Health Environment for All Act (HEAL) and Just Futures that strengthens community self-determination and state accountability.
- *Healthy and Resilient Communities & Livelihoods* - Every community has a clean environment and we prevent and address pollution, not just as a single source, but for its cumulative effects on overburdened neighborhoods and climate impacts and communities are more prepared to meet their own needs and less dependent on extractive industries.
- *Energy Justice* - Everyone has appropriate, affordable access to, and control over renewable energy that powers their homes and communities and eliminates excessive use of energy and toxic energy systems. Including equitable implementation and expansion of the Clean Energy Transition Act.
- *Transportation Justice* - Every community has reliable, accessible, affordable transit and infrastructure to safely roll, walk, and wheel that is free from toxic air, risk of injury and highways expansions contributing to climate change and displacement. Including implementation of statewide accessible frequent transit standards and divestment of highway investments toward equitable mobility.

Key Duties & Responsibilities

Energy Policy Leadership & Strategy Development

- Lead the development and execution of strategies that advance the just transition to renewable energy, ensuring that policies reflect the needs of frontline communities represented in the coalition.
- Collaborate with cross-functional teams to align energy justice objectives with organizational goals and broader environmental and climate justice movements.

Policy Development & Advocacy

- Develop and advocate for policy recommendations that support a fair and equitable transition to renewable energy at the state level and provide environmental, economic, and social benefits to vulnerable and overburdened communities, focusing on low-income communities and communities of color.
- Develop the Front and Centered research and advocacy agenda for Washington State's greenhouse gas reduction policies.
- Monitor legislative and regulatory developments in energy policy, offering timely recommendations for promoting energy equity and a just transition.

- Cultivate and maintain relationships with key stakeholders, including government agencies, private sector partners, environmental organizations, and grassroots groups, to strengthen the movement for a just transition.
- Coordinate with Front and Centered policy teams to lend professional skills and subject matter expertise to multiple issue areas in the climate and environmental justice policy portfolio.

Community Engagement & Empowerment

- Work directly with Front and Center coalition members and communities impacted by energy injustice to ensure their needs and voices are included in policy development.
- Lead and facilitate community forums, workshops, and listening sessions to engage stakeholders in the clean energy transition and policy development.
- Develop and analyze policy concepts from grassroots input, literature, outreach, and collaboration with partners, applying Front and Centered policy frameworks.
- Coordinate policy development and research projects with community stakeholders, government, and partner organizations.

Other Functions and Responsibilities

- Participate and attend various meetings, including but not limited to Front and Centered coordination team meetings and coalition meetings representing Front and Centered.
- Other tasks as identified to ensure Front and Centered meets its obligations and objectives
- Provide clear, transparent communication that builds trust and accountability toward the interests of Front and Centered and coalition communities via the authorship of reports, blogs, and public comments.
- Produce and conduct presentations about Front & Centered at different external stakeholder meetings and events.
- Create and manage data and assessment methods to evaluate progress and outcomes, share them with members and funders, and inform and shape future efforts.

NOTE: This job description includes but is not limited to the job duties, responsibilities, qualifications, or requirements contained herein. Additional duties, responsibilities, qualifications or requirements may be required at the direction of the Executive Director or the Policy Team Managers.

Additional Information

Position Located: This is a hybrid in-person/remote position based in Washington State

Schedule

This is a full-time (35 hrs/week), Washington state-based position.

Office hours are typically Monday-Friday from 9am-5:00pm, with occasional evening and weekend work. We currently work under a hybrid remote-work arrangement model: work-from-home and onsite/in-person environments. Some travel is required; Front and Centered hosts in-person staff meetings up to four times a year (when COVID allows safe travel and social interactions) and hosts a number of in-person and virtual convenings throughout the year.

Compensation and Benefits

This is a full-time position of 35 hours per week. Salary range is \$67,175 to \$85,711, however, we anticipate starting the position between \$73,000 up to \$85,711. Front and Centered's benefits package includes medical and dental insurance coverage, 4 weeks paid vacation, sick leave, and 17 paid holidays. Front and Centered values our employees and ongoing professional development and growth.

About You

Qualifications and Experience

Ideal candidate will possess:

- Subject matter expertise in energy policy and energy regulatory process in Washington State.
- Passion for environmental justice with an emphasis on climate justice through energy justice, energy democracy, energy equity principles, and equitable carbon reduction strategies.
- Experience (years may overlap):
 - At least three years of professional experience in energy policy and/or Utilities and Transportation Commission proceedings.
 - At least two years of professional experience in community organizing or engagement, including relationship building, understanding community concerns, and strategic mobilization to achieve a goal.
 - At least two years of experience and demonstrated commitment to advancing racial equity or working directly in and for communities of color.
 - Ability to engage community leaders and their members across diverse statewide groups using remote, and in-person engagement strategies and resources.
 - Strong commitment to the vision, mission, and values of Front and Centered
 - Proven ability to take initiative, identify priorities, accomplish tasks, and advance projects.
 - Team player capable of working both collaboratively and independently
 - Highly organized and resourceful with a strong attention to detail
 - Experience working in diverse communities, namely with people of color, indigenous peoples, and disenfranchised communities.
- Familiarity with multiple stakeholder campaigns and participatory design
- Demonstrated skills in project management and relationship management
- Excellent collaboration skills, ability to work in diverse groups to develop ideas, find alignment, and build together against competing demands
- Excellent verbal and written communication skills, including skills in communicating complex information to frontline communities
- Desire and ability to learn about new issues and areas
- Highly organized and resourceful with a strong attention to detail and ability to work with tight deadlines.
- Knowledge of state and local frontline communities, equity and social justice issues, and in particular environment and climate justice, preferred.
- Demonstrated commitment to advancing racial equity or working directly in and for communities of color with experience working in diverse communities namely with people of color and indigenous peoples as well as disenfranchised communities.
- Strong commitment to the vision, mission, and values of Front and Centered, including a service ethic and commitment to racial justice.
- Proven ability to take initiative, identify priorities and accomplish tasks, and advance projects, including ability to work within a team to execute and work independently.
- Team player capable of working both collaboratively and independently.
- Deep knowledge and passion for social movements, environmental justice and racial justice.
- Experience working with and taking direction from frontline communities and working with community based organizations.
- Ability to travel and attend meetings, potentially on weekends and evenings.

Application Instructions

Applicants should submit a resume and cover letter to jobs@frontandcentered.org, put "Position Title" and "name" as the subject line of the email.

Deadline: Priority Deadline is Friday, May 2nd. Applications will be reviewed and considered on a rolling basis with interviews anticipated to start mid May.

Preferred Start Date: Ideally by June/July 2025

Work Culture and Work Environment

Front and Centered emerged from a broad coalition of diverse community groups working at the intersection of equity and environmental justice. We strive to create a work culture that is inclusive, collaborative, and adaptive to the diverse and dynamic context of how Front and Centered serves the coalition. To this end, every staff member is expected to work as a partner and within a culture of supportive leadership and lifelong learning and knowledge sharing; understand and engage in teamwork which is characterized by hope, celebration, creativity, collaboration, cultural humility, equity, and respect; exercise the highest level of ethics, professionalism, discretion and confidentiality; demonstrate initiative, organization, and an ability to multitask and manage multiple priorities.

We are a small team of enthusiastic, hard-working, and often very busy people. It is a fast-paced environment but where staff enjoy each other's company and take time to build a supportive and inclusive culture.

Diversity | Equity | Inclusion

Front and Centered strives to create an inclusive workplace in which we meaningfully connect as colleagues and community partners, reflective of the people with whom we live, serve, and share in community. As an equal-opportunity employer, we work with people of diverse personal, professional, and regional backgrounds, so that our board, team, community members and advisory council have a collective impact on delivering on our mission. People of color and others from underrepresented groups, especially people with direct experience working within the communities Front and Centered partners with, are encouraged to apply. We invite people to be part of our team, regardless of their race, ethnicity, national origin, gender identity, sexual orientation, socio-economic status, marital status, age, physical abilities, political affiliation, religious beliefs.

Physical Demands and Reasonable Accommodations

Front and Centered employees work a flexible, 35-hour workweek from 9:00 a.m. to 5:00 p.m. in work-from-home and onsite environments. The physical demands and work environment described below represent those required for an employee to perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform these essential functions.

- Able to input information into a computer for long periods of time
- Ability to work stationary at a computer for the majority of each workday
- Able to assess information communicated through a computer
- Ability to complete work in a shared office environment where multiple staff may be working and talking at any point during the day
- Use hands to handle, or feel, type, and reach with hands and arms
- Able to work some evenings, weekends, and holidays.
- Able to periodically work long and extended hours.
- Able to travel locally/regionally/across the state, as needed.

To center the safety and well-being of our employees, Front and Centered requires that employees must be vaccinated against COVID-19, subject to exemptions in compliance with federal, state, and local

anti-discrimination legal requirements. Specifically, we will consider requests for exemption based on medical reasons or for sincerely-held religious beliefs.