

2021-22 Climate Corps Fellowship Opportunities – Alameda County

****Visit <https://www.climatecorps.org/> to apply.****

What is Climate Corps?

[Climate Corps](#) is a 10-month professional development program that provides opportunities for emerging climate protection leaders to implement climate change resiliency projects with leading local governments, non-profits, and businesses in California and beyond.

Why participate in Climate Corps?

As a Climate Corps Fellow, you learn first-hand how to address climate change by implementing projects that have measurable benefits. You build real-world project management skills and learn from leading organizations in the sustainability field. In addition to experiential learning, fellows participate in a comprehensive training program together. You make lifelong connections with fellows and your colleagues. Fellows go on to great opportunities in environmental companies, public service, and graduate school.

What is happening with climate action at Alameda County?

Alameda County is located in the San Francisco Bay Area's East Bay and is home to 1.7 million people. We recognize the need to take action to protect our climate in order to protect the quality of life in our community. We also recognize that as an organization of over 9,500 employees occupying over 150 facilities, the County government itself generates a significant carbon footprint, and we are taking steps to reduce our greenhouse gas (GHG) emissions and be a role model for other organizations. [Climate Corps projects](#) are integral to these efforts.



What is Alameda County's General Services Agency (GSA)?

We support Alameda County agencies to serve the public by providing services including building maintenance, construction, procurement, and transportation.



What will fellows at Alameda County do?

You will play a key role in several of our major climate action projects and expand ground-breaking regional sustainability efforts. Detailed descriptions of the opportunities can be found below. (As noted, the specifics of the roles are subject to change as programs evolve.)

Each year, fellows at Alameda County report they enjoy collaborating with each other.



What will I gain as a fellow in Alameda County?

You'll have the opportunity to build your resume with on-the-ground experience as you:

- Gain applied knowledge about the reality of creating and implementing a climate plan;
- Use skills in change management such as developing a project plan, researching best practices, and identifying stakeholders;
- Gain exposure to working within a local government structure and what counties and cities do;
- Gain experience in presenting your analysis and messages in a variety of formats (e.g., presentations, memos, factsheets, videos, posters);
- Understand the multifaceted role of the sustainability professional including organizational change agent, project manager, and content expert; and
- Receive feedback about what one employer finds to be your most valuable contributions.

All fellows at Alameda County are able to work with other fellows placed at Alameda County and participate in our award-winning series of trainings and workshops for fellows.



What have outcomes been for fellows serving at Alameda County?

Since 2010, 62 Climate Corps Fellows have served terms with us. Alumni fellows have gone on to work in public service or at environmentally-focused companies or pursue advanced degrees or fellowships. They have worked at organizations including the California Environmental Justice Alliance, City of Portland, City of San Jose, County of San Mateo, Gap Inc., Greenlining Institute, Mills College, PG&E, Recology, Salesforce, San Francisco Municipal Transportation Agency, SCS Global, Sierra Club, StopWaste.Org, Tanko Lighting, and UCSF, as well as with local recycling and national environmental consulting companies. They have been selected for fellowships in programs including City Hall Fellows, Fulbright, and Grist.

Read [testimonials from past fellows](#).

What are we looking for?

Each opportunity requires different skills.

Generally speaking, ideal candidates will have:

- A college degree;
- Experience in some aspect of environmental sustainability or green operations/planning;
- Excellent research, writing, analytical, and communications skills;
- Demonstrated ability to plan projects and to keep multiple projects moving forward;
- Experience drafting outreach and marketing collateral (proficiency in graphic design, photography, or video a plus);
- Ability to work independently as well as with diverse, multi-stakeholder groups;
- Ability to make personal connections when promoting climate initiatives; and
- Passion for environmental conservation and making a difference in their community.



What are the details?

This is a 10-month full-time placement, with your commitment starting in early September 2020 and ending in late June 2021. Fellows receive a living allowance stipend, end of program award, assistance with putting applicable student loans into forbearance, healthcare coverage, extensive professional and personal development training, and a Climate Change Protection Professional Certificate. Fellows at Alameda County also receive additional funding for professional development opportunities such as trainings and conferences.

Where would I be working?

You'd be based out of our office in Oakland, which is across from a lake with popular walking and biking trails. We are in walking distance of two BART (subway) stations and located in a civic center area with courthouse, county offices, museum, and public library.

Numerous restaurants, Oakland Chinatown, and natural foods markets are in walking distance.

We expect that remote work on some days will be an option where compatible with your role.



How can I learn more and apply?

See below or www.acsustain.org/who/careers/climatecorps.htm for descriptions of opportunities with Alameda County General Services Agency.

Visit www.acsustain.org to learn more about County sustainability initiatives.

Learn more about Climate Corps and apply for these opportunities at www.climate-corps.org.



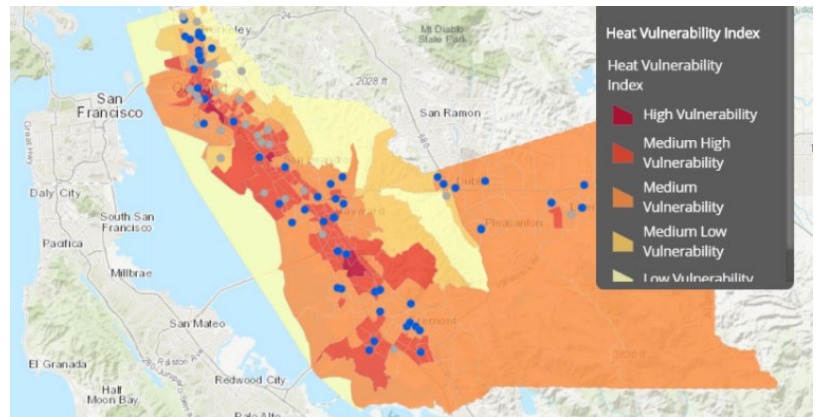
1) Climate Associate

Alameda County General Services Agency, Office of Sustainability, Oakland, CA

Do you want to be part of developing an innovative climate adaptation project? Are you curious what it takes to develop a climate action, resilience, and equity plan? Bring your energy and enthusiasm to Alameda County's Office of Sustainability.

The Climate Associate, alongside other Climate Corps Fellows, will develop resources that help the County's 20 agencies and over 9,500 employees take action to prevent climate change -- and address its effects.

1) You will play a key role in carrying out several major climate action or resilience initiatives. We've been identifying potential climate vulnerabilities for county services and frontline communities and will work with county agencies to prepare for the effects of climate change. You may research best practices and meet with stakeholders to understand their plans and challenges. You may develop and share tools like maps and videos, develop outreach presentations, support employee champions, and prepare executive briefings. A specific area of work may be researching opportunities to integrate climate considerations into County investments and retirement funds.



2) You will conduct research and contribute to strategy development for our next climate and resilience strategy for government services and operations. This might look like reviewing plans and documents to identify measures that align with state policy frameworks or contribute to a just transition. A major aspect will be supporting continued employee telework to reduce commute emissions. You'll support meetings and surveys to obtain input from employees and other stakeholders on the strategy and may support the community engagement process.

3) Depending on interest and program needs, you will support other climate implementation and outreach efforts. These could include equity-focused project planning, development of infographics, outreach to internal and external partners to share models and strategies, national and international climate leadership, worksite wellness, employee trainings, a sustainability summit, grant-writing, or website updates.



The position will provide significant opportunities to develop professionally, including:

- Gaining understanding of how to implement and evaluate projects with multiple goals, including resilience and equity;
- Learning multiple methods to encourage adoption of climate-friendly policies;
- Designing strategies to gain input from stakeholders on a proposed policy;
- Encouraging employees in a large organization to prepare for climate impacts;
- Visualizing data and identifying key lessons to draw from data;
- Gaining access to state and national sustainability networks; and
- Receiving exposure to executive decision-making criteria.



2) Compost & Recycling Associate

Alameda County General Services Agency, Office of Sustainability, Oakland, CA

The Compost and Recycling Associate will expand and increase the effectiveness of Sustainability Office waste diversion programs at County facilities to help meet our climate protection goals.

Waste and recycling operations:

- 1) You will implement and update our composting and mixed container recycling program at a number of owned and leased facilities. Updating this enhanced recycling program, or launching it at new sites, involves completing site assessments; developing site specific roll-out plans; and coordinating with janitors, waste haulers, and other stakeholders to implement the plans. You will also do targeted outreach to employees to ensure the program is used correctly.
- 2) You will design and lead engaging educational workshops and outreach campaigns to improve recycling rates and waste prevention practices at existing facilities.
- 3) To ensure overall success, you will also conduct waste and bill audits, assist in the delivery of services (i.e., placing bins and signs, coordinating service delivery, researching and purchasing waste/recycling systems), and work with internal and external partners to troubleshoot day-to-day operational waste issues.



Waste reduction and sustainability strategy:

- 4) You will play a key role in supporting the development of waste-related actions and metrics for our next Climate Action Plan for Government Services and Operations.
- 5) You will help design new waste reduction efforts such as researching circular economy and waste reduction initiatives and software tools.
- 6) You will assist with other sustainability initiatives as needed.

The position will provide significant opportunities to develop professionally, including:

- Project management experience, including project scoping, developing work plans & timelines, and project implementation;
- Experience implementing projects that rely on the cooperation of diverse stakeholder groups;
- Opportunities to guide projects through (often complex) government structures;
- Advanced interpersonal and critical thinking skills from solving complex problems involving communication with a variety of stakeholders;
- Firsthand experience working in the waste and recycling field;
- Exposure to state and national sustainability networks;
- Practice creating and delivering targeted outreach campaigns; and
- Experience gathering and analyzing quantitative data & field data and using it to assess project effectiveness and to inform program decisions.



3) Electric Vehicle Associate

Alameda County General Services Agency, Logistics Services, Oakland, CA



The Electric Vehicle Associate will work with the Alameda County General Services Agency, a national leader in green vehicle deployment, to advance the deployment of all-electric vehicles (EVs). This position will give you the opportunity to collaborate with external partners such as startups and equipment manufacturers to help create the tools needed to manage a fleet of EVs. At the same time, you'll work with employees to promote the use of EVs. The EV Associate will also work on strategies to reduce energy impact from our growing number of EV charging stations. You will support development of transportation-related

actions and metrics for the County's next Climate Action Plan for Government Services and Operations.

Key responsibilities of the EV Associate may include:

- Analysis of greenhouse gas benefit from optimizing energy usage in facilities;
- Determination of financial and environmental savings from reduced energy demand;
- EV driver and charging station studies;
- Assistance with focus groups to gauge perceptions of projects from EV drivers and develop marketing to EV drivers;
- Cost/benefit analysis of energy storage options such as batteries to manage peak-demand usage of electric vehicles;
- Publicity and promotion of projects; and
- Creation of case studies for other fleet managers and facilities managers.

The EV Associate may support other EV-related work, such as:

- Fleet analysis to see if there is more opportunity to shift vehicles from internal combustion engines to EVs;
- Analysis using mygreencar (Lawrence Berkeley National Laboratory) app to figure out the best cars for the County fleet; and
- Management of grants and programs to expand EV charging stations.



GSA is involved with a wide range of pilot projects and programs to promote sustainable transportation, such as providing tools and encouragement to support employees to clean commute. The EV Associate could take on additional projects in these areas, time and other priorities permitting.



4) Green Purchasing Associate

Alameda County General Services Agency, Office of Sustainability, Oakland, CA

Are you passionate about changing the market so that buying green products is the easiest choice? The Green Purchasing Associate will manage projects that send a message to the marketplace through Alameda County's significant purchasing power.

The Green Purchasing Associate will work closely with staff in the Alameda County Sustainability Office to promote and implement green purchasing, green building, and waste reduction projects.

1) You will support the development and integration of green purchasing and green building standards into the operations of our partner County departments by doing technical and market research, engaging stakeholders, publishing purchasing guidelines, and implementing selected strategies.

2) You will support the development of data management and tracking systems needed to implement new State of California procurement laws.

3) You will maintain and update metrics and graphics to highlight successes and areas that need further support.

4) You will support the development of green building and green purchasing actions and metrics for the County's next Climate Action Plan for Government Services and Operations.

Each of these areas of work will allow you to collaborate with colleagues throughout the County, as well as regional partners, to gather data, conduct research, and propose policy and programmatic solutions to achieve programmatic goals.



The position will provide significant opportunities to develop professionally, including:

- Conducting technical and market research on green products and services, including those used for construction and energy efficiency projects, and synthesizing that research into compelling narratives in multiple formats;
- Managing projects, such as setting goals, identifying stakeholders and audiences, and developing work products on time;
- Synthesizing technical information into a format suitable for a general audience;
- Analyzing regulatory requirements to develop implementation strategies;
- Facilitating change management in a large organization;
- Gaining access to state and national sustainability networks;
- Visualizing data and identifying key lessons to draw from data; and
- Working independently towards goals and outcomes that are developed as a team.



5) Resilience Associate

Alameda County General Services Agency, Office of Sustainability, Oakland, CA

Are you concerned about how climate change will affect the most vulnerable communities? Join the Alameda County Office of Sustainability team to support local community resilience. As a Climate Resilience Associate, you will use your research and communications skills to engage strategic partners from the County's 20 agencies in preparing our crucial social safety net programs for the impacts of climate change.

- 1) You will gather information to support the adaptation of County services to a changing climate. Your research will help determine which resilience efforts are best suited to Alameda County and how we can effectively approach this new challenge. You will look at climate change's health impacts (such as heat waves) on Alameda County residents, particularly those most vulnerable. You will coordinate with internal and external partners to identify potential strategies, share best practices, and support implementation.
- 2) You will develop communications and outreach materials to promote climate action in the workplace and convey ways to prepare and respond to the effects of climate change. You will create written web content, infographics, case studies, videos, or trainings to engage employees, members of the public, and other jurisdictions and organizations, on topics ranging from climate resilience to green purchasing. You will practice applying proven approaches for environmental behavior change, such as social marketing, to develop effective messages.
- 3) You will contribute to the development of the county's next Climate Action Plan for Government Services and Operations including engagement of diverse internal stakeholders and development of recommended actions, targets, and metrics. You will provide research and organizational support for sections on community resilience, green economy & recovery, and climate equity.



- 4) You may contribute to educating agency staff on opportunities to reduce the environmental footprint or climate vulnerabilities of County business operations. This includes supporting the County’s award-winning sustainable purchasing efforts by assisting with research/analysis and education on green purchasing decisions. Research projects may include differentiating green from “greenwashed” (misleadingly marketed) products or services.

The position will provide significant opportunities to develop professionally, including:

- Managing projects, including setting goals, identifying stakeholders and audiences, developing work products on time, and evaluating achievement of goals;
- Developing compelling written communications for email, web, and print;
- Conducting qualitative research using primary and secondary sources and sharing your findings;
- Synthesizing technical information into a format suitable for a general audience;
- Customizing communications messages and delivery to best engage and influence your audience;
- Building relationships with internal partners in the County’s 20 agencies;
- Gaining access to state and national sustainability networks;
- Applying behavior-change best practices to encourage climate friendly-choices; and
- Working independently towards goals and outcomes that are developed as a team.

