



Job Announcement: Climate Capacity Builder

ABOUT WE MAKE THE FUTURE

We Make The Future (WMTF) and We Make the Future Action (WMTFA) is the new implementation home for the [Race Class Narrative](#) (RCN). We combine strategic communications and coalition building to develop a shared narrative that motivates our base and persuades the middle for wins that benefit working people across issues, campaigns and geographies. Working in partnership with researchers, content creators, labor and community based organizations, we aid in the implementation of messaging research by building the capacity of communicators, organizers and spokespeople.

We believe that there must be three pillars of equal importance for any shared narrative work to be publicly and politically relevant in the real world. If one of the components is missing, then the work will be less effective. Our three pillars are:

1. **Public Opinion Research Collaboration** - We work with research partners to employ evidence-based public opinion research that builds a multi-racial movement. This research must motivate our base, who are primarily POC while also persuading as many white people as possible on our economic and racial justice policy solutions.
2. **Alignment at the National, State and Local Level** - In partnership with national, state and local movement organizations, we help to build narrative alignment that engages the public and creates repeaters of our narratives addressing race and class.
3. **Bridging Research and Implementation** - We create a bridge between narrative and practice through the creative implementation of messaging research in print, video and audio.

ABOUT THE ROLE

We are looking for someone with a passion for narrative strategy on issues of climate and grassroots organizing to build a multi-racial movement, to serve as a Climate Capacity Builder at We Make The Future.

This position is responsible for working with our state-based partners by recruiting, orienting, and developing the capacity of organizational leaders to use strategic communications and the Race Class Narrative in their own communications about climate change and environmental

justice, or environmental issues, in general. This work includes leading our WMTF Climate Cohort, co-developing workshops, managing micro-grants and coaching up organizations on integrated communications planning, content development, message testing, and distribution strategies. An interest in working directly with on-the-ground, state-based partners is essential for this role.

RESPONSIBILITIES

The primary responsibility of this position is to develop the capacity of in-state organizational partners to advance strategic race-forward communications about climate change, environmental justice, or environmental issues, in general.

The Climate Capacity Builder will also:

- Manage the WMTF Climate Cohort, a multi-state collaborative of state-based partners advancing race forward strategic communication practices in their climate communications and organizing.
- Recruit, orient, and support the capacity building of new state-based partners into the WMTF Climate Cohort.
- Publicly represent the organization at convenings, etc. and organize partners for strategy sessions and workshops by proactively offering and managing incoming requests including but not limited to coordinating scheduling, registrations and coaching assignments.
- Facilitating the sharing of experiences, dissemination of successful practice, and fostering of a learning culture among the climate cohort.
- Identifies potential partners in the field to gauge climate strategic communications needs, narrative shifts and trends and promote communications tools and support deploying RCN implementation materials as appropriate (e.g. toolkits, handouts), and workshop opportunities.
- Develop the capacity of in-state partners to create integrated communications plans, to produce content (i.e. social media, video, mail programs, etc.), to test messaging, and to develop robust distribution strategies.
- Plays an integral role in designing, writing and editing tools and workshop materials. This includes presentations, interactive activities, publications, and web content that incorporate the latest RCN climate research and broader strategic communications recommendations.
- Use innovative facilitation practices with special attention to communications, racial justice, and online learning.
- Providing strategic guidance, technical assistance and input, and editing to state partners' news releases, op-eds, and other communication materials.
- Manage microgrants from WMTF to in-state partners who are implementing communications pilot projects.
- Work collaboratively with national climate advocacy organizations and campaigns, as needed.

- Working collaboratively with the WMTF team to develop and define our strategic initiatives to integrate communications, narrative and organizing: particularly as we look to the 2022 elections and shaping the integrated narrative capacity of states on progressive revenue and climate justice.
- Contributes to the management of budgets and grant deliverables related to our climate work.

Other Duties

- Please note this job description is not designed to cover or contain a comprehensive listing of required activities, duties, or responsibilities. Duties, responsibilities, and activities may change at any time with or without notice.

DESIRED QUALIFICATIONS

- A minimum of 5-7 years of related leadership and work experience in facilitation, popular education, and climate campaign communications.
- Knowledge and experience with Race Class Narrative findings and implementation.
- Understanding of basic strategic communications practices.
- Established relationships with state and national climate justice and movement building organizations.
- Demonstrated interest in climate justice, environmental justice, or environmental advocacy.
- Excellent writing, public speaking, facilitation, relational and analytical skills.
- A background in racial justice and/or experience working with racially and culturally diverse partners, audiences, and workshop participants.
- Ability to clearly and respectfully edit partner materials and provide feedback.
- Familiarity with Zoom, Google Suite, Microsoft Office Suite and/or iWork Suite, and Slack.
- Ability to collaborate with and onboard organizers and communicators at statewide progressive organizations and organize time with independence.
- Ability to handle multiple priority assignments simultaneously and meet established deadlines.
- Strong team player, familiar with team dynamics and willing to work in a virtual team environment.
- Willingness and desire to learn new technologies, tactics, and strategies.

ADDITIONAL INFORMATION

- This is a full-time salaried position with an annual salary of \$75,000-\$85,000.
- Remote position with the United States
- At least 25% of national travel is required once deemed safer. Some weekend and evening hours will be required.
- Work-related expenses are reimbursed according to policy.

- Our strong benefits package includes healthcare, dental, and vision, retirement matching, professional development opportunities, paid family leave, a flexible work environment and a generous vacation allowance.
- This position will report to the Co-Directors of We Make the Future.

APPLICATION INSTRUCTIONS

Please email an attachment to info@wemakethefuture.us with:

1. Your resume
2. A cover letter that addresses the following questions:
 1. What interests you about this job?
 2. This role serves at the intersection of climate/environment justice and racial justice. What's something you've done that demonstrates your abilities, skills or knowledge in these areas?
 3. What's a common strategic communications mistake made by nonprofits working on environmental/climate issues? What should they do to improve?
3. (Optionally) A sample of your work

Questions about this position or the application process can be sent to info@wemakethefuture.us

Applications will be reviewed on a rolling basis, with applicants encouraged to apply by October 15th, for an ideal start date on January 18th.

We Make the Future provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, criminal history, gender identity or expression, or any other characteristic protected by federal, state or local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

We believe that marginalized communities must be centered in the work we do and strongly encourage people of color, people from working class backgrounds, women and LGBTQ people to apply.