



EARTHWORKS



Appointment of

Energy Program Director

August 2021



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Introduction

Earthworks protects communities and the environment from the adverse impacts of oil and gas extraction and hardrock mining while promoting sustainable solutions.

Our team of experts partners with grassroots groups and environmental organizations across the U.S. to provide technical, communication, and advocacy assistance to local campaigns, building awareness of environmental justice issues, and engaging with diverse and low income communities who are the most vulnerable to the impacts from extraction. We are known as an effective and trusted bridge between impacted communities and policymakers in state capitols and Washington, DC.

We are now seeking a new Energy Program Director. The Director leads our efforts to stop the expansion of oil, gas and petrochemical extraction and infrastructure, reduce the harm of existing operations, and advance policy solutions while partnering with communities and grassroots organizations. As a senior leader within Earthworks, the Director oversees all aspects of our Energy Program including strategy, policy, fundraising, communication and staff management.

The successful candidate will be an inspirational leader with a deep commitment to environmental justice. They will appreciate and embrace diverse cultures and perspectives, demonstrate dedication to anti-racism, and possess an understanding of the challenges facing communities on the frontlines of the impacts from extraction. They will have substantial experience in stakeholder engagement and relationship management across a diverse set of constituencies and perspectives. They will ideally, but not necessarily, have expertise in energy policies pertaining to oil and gas. The role is based in the U.S. and is flexible in location, with preference given to locations in oil and gas producing states.

Earthworks is partnering with the search firm Perrett Laver. To apply, please upload a full curriculum vitae (detailing the nature, scope and scale of responsibilities held) alongside a covering letter of application detailing relevant skills, experience and motivation to <https://candidates.perrettlaver.com/vacancies> quoting reference **5085**. The deadline for applications is **Friday, September 3rd at 12 noon EDT**.



About Earthworks

Earthworks protects communities and the environment from the adverse impacts of oil and gas extraction and hardrock mining while promoting sustainable solutions.

At the local, regional, federal and (intermittently) international levels we:

- Support and amplify the voices of communities on the frontlines of the extractive industries.
- Coordinate, facilitate, and support grassroots groups and networks.
- Improve the policies and rules by which industry is allowed to operate.
- Improve corporate practices and influence investment decisions.
- Conduct field research and provide technical support to frontline communities.

Earthworks evolved from the work of two organizations: Mineral Policy Center and the Oil & Gas Accountability Project. Mineral Policy Center was founded in 1988 by Phil Hocker, Mike McCloskey and former Secretary of the Interior Stewart L. Udall to help reform mining laws and practices. In 1999, the Oil & Gas Accountability Project (OGAP) was founded to work with people in rural, tribal and urban communities to protect their homes and environment from the devastating impacts of oil and gas development. In 2005, these two organizations joined forces.



About Earthworks



With an organizational budget approaching \$5 million annually, Earthworks employs 33 staff and is headquartered in Washington DC with satellite offices in Berkeley, CA and Missoula, MT. We are a remote organization; the majority of our staff live near communities impacted by extraction in states such as Texas, California, Colorado, Louisiana, New Mexico, Montana, Pennsylvania, and West Virginia. We partner with grassroots groups and environmental organizations in 30 states to provide technical, communications, and advocacy assistance to local campaigns, building awareness of environmental justice issues, and engaging with low income and minority communities who are the most vulnerable to the impacts from extraction. We are known as an effective and trusted bridge between impacted communities and policymakers in state capitols and Washington, DC.

To encourage the U.S. transition to a fossil free energy future, avoid catastrophic climate change, and protect the health of frontline communities, Earthworks opposes new permitting of oil and gas extraction while advocating for strong oversight of existing operations. To make that transition just and equitable, Earthworks' mining program works to "Make Clean Energy Clean" by changing the incentives underlying the renewable energy metals supply chain to favor circular sourcing over new mining.

Earthworks is committed to challenging and dismantling systemic oppression. Earthworks Board and staff understand that promoting diversity, equity and inclusion (DEI) both within and beyond Earthworks is critical to carrying out our mission to protect communities and the environment from the adverse impacts of resource extraction. Read more about our DEI commitment [here](#).

Our research exposes the health and environmental effects of extraction, equipping local groups with evidence to bolster advocacy for stricter regulation and stopping irresponsible projects. Earthworks staff often testify directly to elected bodies and regulatory agencies to push for strict standards, and we are a well-respected media source.

Collaboration is a core underpinning of how we work. Earthworks is a relatively small organization, but we have an outsized impact due to our deep commitment to and track record of working effectively and respectfully with other groups, amplifying grassroots voices, and increasing collective impact through coordinated action.



Energy Program

Our Energy Program exposes the health, environmental, economic, social and cultural impacts of energy extraction through work informed by frontline community experience and sound science. Our work is funded by foundation grants and individual donations, including a recently renewed seven figure annual grant from the MacArthur Foundation.

We work at the federal level in the U.S., and in key states, including Colorado, New Mexico, Texas, Louisiana, and Pennsylvania.

Key issues we address include:

- **Stopping the expansion** of oil, gas and petrochemical extraction and infrastructure.
- Reducing the harm from existing operations by reducing methane gas emissions.
- Addressing oil, gas and petrochemical health impacts.

- Ensuring the strongest possible regulation of industry under local state and federal law.
- Holding corporations accountable for the pollution and other harmful impacts of oil, gas development.
- Advancing policy solutions to prevent the worst impacts of climate change and ensure a just transition that does not leave impacted communities behind.
- Partnering with communities living near oil and gas operations to ensure they are included in advocacy campaigns and their voices are heard by policymakers.
- Partnering with our 501c4 affiliated organization, Earthworks Action Fund, to build power in key municipalities.
- Building a more just, equitable, and frontline-led environmental and climate justice movement.

Energy Program



We work to reduce the harm and stop the expansion of the oil, gas and petrochemical industry in order to achieve a managed decline of the industry and a just transition towards sustainable alternatives.

Over the next three years, the Energy Program seeks a number of strategic outcomes. At all levels of government, the U.S. adopts policies for equitable climate action at the scale needed to limit warming to 1.5°C.



These holistic and comprehensive policy changes integrate equity and justice, prioritize public health and safety, address environmental racism and are centered in shifting decision-making power towards communities. Integral to this just transition, fossil fuels are kept in the ground, the buildout of petrochemical plants, pipelines, and export terminals is slowed, and pollution from existing sources is steadily reduced, greatly reducing harm. Those responsible for fossil fuel pollution bear the burden of the costs for cleanup of legacy pollution and the shift to a cleaner, renewable energy future.



Energy Program Director

Earthworks' Energy Program Director oversees all aspects of our Energy Program including strategy, policy, fundraising, communication, and staff management.

Responsibilities include:

Strategy

Set and implement overall strategic direction for the Energy Program, in collaboration with the leaders and members of the Energy Team, the Executive Director, and other members of the Leadership Team.

- Facilitate Energy Team planning and support the development of the team's work plans, ensuring that near term plans and ongoing strategies are aligned with the long-term vision and Earthworks' mission.
- Engage with Earthworks' Leadership Team to ensure harmonization of plans across teams while building a positive, anti-racist work culture and well-managed organizational systems.
- Respond to opportunities as they arise and maintain Earthworks' strategic position.
- Update the board on strategic developments and incorporate direction from the board and ED in ongoing activities.
- Support Energy Team managers to ensure cohesion in our work across the oil and gas supply chain.
- Ensure Earthworks' Energy Program strategy aligns with principles of environmental justice.

Management

Manage Energy Team staff and budget, ensuring smooth and effective working environment at Earthworks.

- Ensure that Energy Team managers and their staff are working towards work-plan goals and meeting commitments to donors.
- Support budget managers on the Energy Team to effectively financially manage the team's budgets and ensure we are managing grant budgets effectively.
- With the Leadership Team, encourage, develop, and facilitate systems and processes to ensure the team is functioning effectively and that ongoing team communications are smoothly facilitated.
- Ensure that Energy Team managers and their staff are operating according to Earthworks' personnel policies and are effectively supported and supervised.
- Work with the Leadership Team to support a healthy internal working environment at Earthworks, including actively and constantly working to dismantle racism and other systems of oppression.
- Provide support and mentorship to managers and their staff to ensure the energy program is fulfilling our organizational DEI commitments, including practicing the Jemez Principles for Democratic Organizing internally and in our program work.

Energy Program Director

Fundraising

Collaborate with the Philanthropy Director and Executive Director to develop a sustainable fundraising strategy for the Energy Program and strengthen the organization's culture of philanthropy.

- Promote the culture of philanthropy by embracing donors as partners in the mission and encouraging Energy Team members' participation in fundraising.
- Collaborate with the Philanthropy Team to build strong relationships with foundations and individual donors, including participating in donor meetings and solicitations.
- Develop fundraising goals and plans to meet program aspirations that include securing equitable funding to support under-resourced frontline and grassroots partners' participation in joint campaigns.
- Ensure that the Philanthropy Team has the information needed to develop proposals, reports, periodic updates, and impact stories to share with donors. Assist in drafting and reviewing materials as needed.
- Hold team members accountable to meet funding deadlines, requirements, and grant deliverables.

Communications

Collaborate with the Communications Director and Team, Energy Team and the Executive Director, to ensure that Earthworks' Energy Program objectives are communicated consistently and effectively to the public.

- Act as one of the primary spokespeople for Earthworks' Energy Program.
- Maintain an understanding of our current talking points and key messages and ensure team members are aware of what to communicate about Earthworks and its policy objectives.



- With the Communications Team, create and maintain relationships with key reporters covering our issues.
- Maintain a working knowledge of major media outlets, media tools, online tools, social media tools, and an adaptability to the rapidly changing media environment
- Strive to advance Energy Program messages in media and social media effectively and in a timely manner.
- Work with the Communications Team to ensure that equity and justice is centered in our approach to external communications, particularly with respect to grassroots groups and marginalized communities.

Policy & Partnerships

Collaborate with the Policy Director and team, and Energy Team members to set bold and enforceable state and federal policy objectives for the Energy Program.

- Participate or ensure Earthworks' participation in relevant fora to advance Earthworks' policy objectives (e.g. diverse grassroots networks, coalitions, legislative and regulatory hearings, etc).
- Support Policy Team and Field Team in the development of strategies to educate and influence policy makers.
- Ensure that policy and partnership goals are built on/around the principles of environmental and climate justice.



How to Apply

Perrett Laver is conducting an executive search process in parallel with the public advertisement of the role.

For an informal discussion about the role, contact Jehivian Hernandez at Perrett Laver directly: Jehivian.Hernandez@perrettlaver.com.

To apply, please upload a full curriculum vitae (detailing the nature, scope and scale of responsibilities held) alongside a covering letter of application detailing relevant skills, experience and motivation to <https://candidates.perrettlaver.com/vacancies/> quoting reference **5085**.

The deadline for applications is **Friday, September 3rd at 12 noon EDT**.

The selection committee will together review all candidates' applications and agree on a shortlist for the role, to be invited for interviews in late September or early October.

This role is based in the U.S., and is flexible in location, with preference given to locations in oil and gas producing states. Salary range is from \$115,000-\$125,000 commensurate with experience. The Energy Program Director will be expected to travel on occasion.

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerized database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

Perrett Laver is a Data Controller and a Data Processor, as defined under the General Data Protection Regulation (GDPR). Our legal basis for much of our data processing activity is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website www.perrettlaver.com/information/privacy-policy/



Perrett
Laver

AMERICAS ASIA PACIFIC EMEA

332 South Michigan Avenue,
Chicago, IL 60640

T: +1 312 667 4511

E: america@perrettlaver.com

www.perrettlaver.com