



Director of Community Initiatives – Position Description

The New York Climate Exchange (The Exchange) is a new not-for-profit climate solutions center designed to build community, foster collaboration, advance both global and local climate knowledge, and empower marginalized communities through cross-disciplinary networking, impactful programming, and cutting-edge facilities. While The Exchange will have a physical presence on Governors Island, its spirit and influence will extend beyond the Island into New York City and across the country and world. Our diverse coalition of partners—committed and prepared to collectively disrupt the status quo—incorporates local and global perspectives on climate change from academia, the private sector, and community-level organizations. As the first of its kind, The Exchange will unlock integrated and scalable approaches to climate action, ultimately serving as a global model for sustainable positive change.

The New York Climate Exchange (“The Exchange”) seeks to recruit a Director of Community Initiatives to lead the development and implementation of community-based programming through The Exchange and in partnership with The Exchange’s 30+ community partners and beyond.

Applicants should feel comfortable working in a fast-paced, start-up environment with tasks and roles changing on a regular basis. This position is full-time. The individual filling this role will primarily work in-person in the New York City area. Periodic remote work is allowed with prior approval.

The position reports to the Director of Programming.

Salary and Benefits

Salary for the Director of Community Initiatives is between \$150,000-\$200,000 per year. The position includes eligibility for generous health and retirement benefits, and paid time off/sick leave.

Salary will be set based on a variety of factors, including but not limited to qualifications, experience, education, and specialized training. The above salary range represents The Exchange’s good faith and reasonable estimate of the range of possible compensation at the time of posting.

Responsibilities

Working closely with the Chief Executive Officer, the Director of Programming, and the Program Manager at The Exchange, significant responsibilities include:

1. Build and foster relationships with The Exchange’s network of over 30 [community-based partners](#), mostly in NYC but also beyond.
2. Focus on programming related to the following (non-exhaustive) set of issues: climate literacy, citizen science, environmental justice, resilience, workforce development, arts and culture, and K-12 education. [Note that as The Exchange grows, this list of activities may be narrowed to facilitate a deeper engagement on select issues.]
3. Conduct background research and landscape analysis on relevant activities among Exchange partners and other organizations, with a goal of clarifying what is needed to accelerate and scale climate action in New York City and beyond. Activities should help illuminate potential roles The

Exchange could play in the field, new potential partner organizations, and potential sources of funding.

4. Develop opportunities for The Exchange to support/amplify relevant existing community-based climate programming at partner organizations; design, develop, and implement new community-based programming through The Exchange in line with community and global needs and Exchange programmatic pillars and priorities.
5. Lead engagement with Exchange community partners, external groups, NYC and NY State government entities, and experts on relevant topics to understand needs, perspectives, and strategic priorities. Identify areas of comparative advantage of The Exchange in meeting objectives.
6. Supervise support staff. Support staff is likely to include team members dedicated to supporting community-based programming.
7. Represent The Exchange at public meetings and events focused on community-related climate issues. May also periodically present updates to the Board of Directors of The Exchange.
8. Lead and/or support efforts to raise funds to support this work, through grant writing and engagement with funders.

Position-related Qualifications

1. Master's degree or Ph.D. in the field of climate change, environmental policy, community development, environmental justice, environmental sociology, urban planning, or another relevant discipline.
2. At least 12 years relevant experience in community-based climate programming, with a strong preference for NYC and environmental justice background. Deep familiarity with current trends, policy and thought leadership, financing opportunities and key contacts.
3. Deep familiarity with programming across one or more areas of climate literacy, citizen science, environmental justice, resilience, workforce development, arts and culture, and K-12 education. Deep understanding of scientific, economic, social, and political dimensions of climate change.
4. Ability to engage community-based non-profits that range in focus from arts and culture to environmental justice, science and civic engagement, and workforce development. Proven effectiveness at working with local and state government, Chambers of Commerce, and labor unions, preferably in New York City/State or another equally complex locale.
5. Ability to think analytically, strategically, and programmatically.
6. Proven ability to work with and across teams, both as a team leader and team member.
7. Excellent verbal and written communication skills in English, including ability to communicate complex issues to a wide range of audiences. Written and verbal fluency in other languages including French, Spanish, Arabic, or Chinese is highly desirable.
8. Must contribute to an environment that values diversity, equity, and inclusion.
9. Must be able to work independently and collaboratively on complex tasks on tight deadlines.

New York Climate Exchange Staff Core Competencies

- Develops and implements solutions that show understanding of how partners and/or own work achieves results that are financially, environmentally, and socially sustainable.
- Shares new insights based on in-depth understanding of clients/partners and recommends solutions for current and future needs of clients/partners.
- Initiates collaboration across boundaries and broadly across The Exchange, partner organizations, and other relevant institutions.

- Makes choices and sets priorities with The New York Climate Exchange corporate perspective in mind.
- Helps others to understand problems, partner and client needs, and the underlying context.
- Recognizes the value of diverse perspectives and lived experiences and applies a critical lens to systemic sources of bias and discrimination.
- Applies critical thinking and seeks input and experience from others to recommend a course of action consistent with The Exchange's strategy.
- Evaluates risk and anticipates the short- and long-term implications of decisions.
- Commits to a decision and acts once it has been reached.

Applications and inquiries should be submitted to workwithus@nyclimateexchange.org. Applications should include a cover letter and CV/resume. Preferred consideration will be given to applications received no later than February 23, 2024.

The New York Climate Exchange 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, height, weight, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.

Research indicates that men tend to apply for jobs when they meet just 60% of the criteria, while women and people from other marginalized groups only apply if they are a 100% match. If you are passionate about our mission and think you have what it takes to be successful in this role even if you don't check all the boxes, please apply. We'd appreciate the opportunity to consider your application.