

2023-24 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, 73 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, County of Santa Clara, Gap Inc., Greenlining Institute, Mills College, PG&E, Recology, Salesforce, San Francisco Municipal Transportation Agency, SCS Global, Sierra Club, Stok, 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 2023 and ending in late June 2024. 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 professional certificate. Fellows at Alameda County receive additional funding for professional development opportunities such as trainings and conferences.

Where would I be working?

Most roles can be primarily remote. For the Compost & Recycling Associate, occasional in-person site visits and trainings at County facilities are an essential part of the role.

If you choose to work in the office, 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.



How can I learn more and apply?

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

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

Learn more about Climate Corps, get full position details, and apply for these opportunities at www.climate-corps.org/.



1) Compost & Recycling Associate

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

Are you passionate about waste reduction and want to help others understand how to recycle right and compost correctly? Join Alameda County's Office of Sustainability to transition County operations into the exciting new phase of waste prevention and upstream solutions.

The Compost and Recycling Associate will manage projects that expand and increase the effectiveness of waste diversion programs at County facilities, as well as develop new initiatives to improve waste reduction and reuse opportunities in County operations.

Key responsibilities may include:

Waste and recycling operations:

- 1) You will implement and update our composting and recycling programs at a number of owned and leased County 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 and composting rates and waste prevention practices at existing facilities. You will also have opportunities to update and implement new outreach materials such as online training videos, website content, and print materials.
- 3) To ensure overall success, you will also conduct waste audits, assist in the delivery of services (i.e., placing bins and signs at sites, 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:

- 1) You will play a key role in implementation of the County's Climate Action Plan for Government Services and Operations, including expanding the County's current reuse program, assessing opportunities for waste reduction and waste diversion in County facilities, and developing outreach strategies to assist County employees to transition to these new and updated programs.
- 2) You will help design new waste reduction efforts such as researching circular economy and waste prevention initiatives and software tools to implement at the County.

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 and knowledge of how to overcome challenges that may arise in the implementation process;
- 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;
- Facilitation skills to design successful and productive meetings with a diverse set of stakeholders
- Public speaking skills by designing and giving presentations to a wide variety of stakeholders and audiences;
- Firsthand experience working in the waste and recycling field;
- Access to regional, state, and national sustainability networks;
- Practice creating and delivering behavior change best practices to encourage sustainable choices in the workplace;
- Experience gathering and analyzing quantitative data & field data and using it to assess project effectiveness and to inform program decisions; and
- Working independently towards goals and outcomes that are developed as a team.



Please note:

- For this role, occasional in-person site visits and trainings at County facilities are an essential part of the role. Over the past year, we estimate in-person site visits and trainings happened up to four times per month.
- This position requires a California Driver's license to be obtained by October 3, 2023 so you can use County fleet vehicles to reach sites that may not be convenient to reach by transit. (If this is a challenge for your circumstances, please communicate this in your first interview.)

2) Electric Vehicle Associate

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



The Electric Vehicle Associate will join the Logistics Team at the Alameda County General Services Agency, a national leader in green vehicle deployment. The fellow's primary goal is to reduce transportation-related emissions by 1) advancing the deployment of all-electric vehicles (EV's) and 2) supporting employee clean commuting. You will support implementation of transportation-related actions and metrics for the County's Climate Action Plan for Government Services and Operations, working closely with the County's Office of Sustainability.

This position will give you the opportunity to collaborate with external partners such as start-ups and equipment manufacturers to help create and expand on the tools needed to manage a fleet of EVs and encourage alternative commute methods. The EV Associate will work on strategies to reduce energy impact from our growing number of EV charging stations while contributing to the expansion of the fleet and infrastructure.

Key responsibilities may include:

- Developing a fleet utilization report and recommending opportunities for fleet use optimization;
- Determining most probable locations for EV adoption in the County's fleet;
- Researching and applying for state and federal grants for EV vehicles and infrastructure;
- Monitoring charging station usage and executing service requests when needed;
- Analyzing greenhouse gas benefits from optimizing energy usage in facilities by EVs;
- Determining financial and environmental savings from reduced energy demand;
- Researching fleet and commuter regulations at other municipalities;
- Developing relationships with other municipalities to align EV infrastructure and program development;
- Developing marketing to encourage employees to use fleet EVs;
- Performing cost/benefit analysis of energy storage options such as batteries to manage peak-demand usage of electric vehicles; and
- Supporting potential public-private partnerships.

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

- Independently tracking and prioritizing work on multiple simultaneous projects and keeping projects with long timelines on track;
- Taking initiative to develop new ways to reduce emissions;
- Considering how to take into account the needs of frontline communities;
- Maintaining relationships with outside contractors; and
- Researching new EV infrastructure and associated policy.



3) Green Building Associate

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

Are you passionate about addressing sustainability and climate impacts in the built environment? The Green Building Associate will manage projects that set the County on the path toward carbon neutrality and conserving resources in County-owned facilities and landscapes.

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



Key responsibilities may include:

- 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 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 aimed at reducing methane from landfill.
- 3) You will support the implementation of green building and green purchasing actions and metrics for the County's Climate Action Plan for Government Services and Operations. You will support the updating of the County's green building ordinance.
- 4) You will maintain and update metrics and graphics to highlight successes and areas that need further action to fully implement the Board-adopted sustainable purchasing policy.

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.



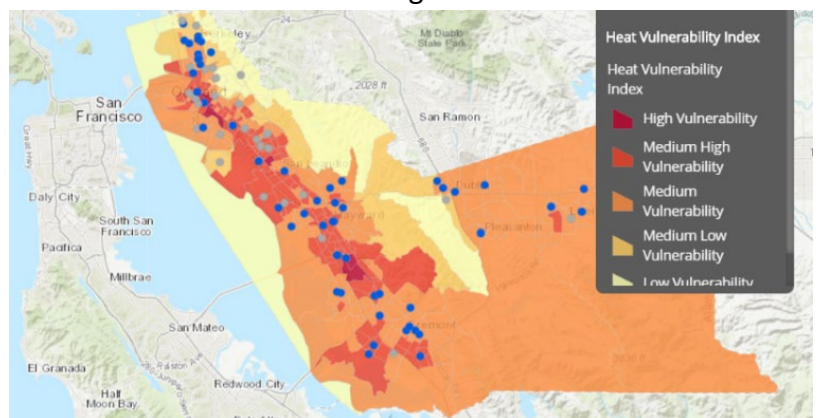
4) Resilience Associate

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

Are you concerned about how climate change will affect frontline 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.

Key responsibilities may include:

- 1) You will contribute to implementation of the county's next Climate Action Plan for Government Services and Operations including convening internal partners to support the resilience and health of the Alameda County community through engagement of community-based organizations, development of protective actions trainings for smoke and heat, and more. Climate plan actions have been evaluated and will be prioritized using an equity lens.
- 2) 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 frontline communities most affected. You will coordinate with internal and external partners to identify potential strategies, share best practices, and support implementation.
- 3) 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, county decision-makers, 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.



- 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 supporting social service and healthcare vendors that work with County to learn about operational decisions that support sustainability, cost savings, health, and climate resilience.



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 source material and sharing your findings;
- Synthesizing technical information into a format 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.



