



Position: Environmental & Health Equity Manager

Responsible for oversight of the *Friends United for a Resilient Future* Initiative– Multnomah, Clackamas, and Washington Counties

Reports to: Deputy Director

Compensation: Salary Range: \$51,000 to \$60,000. Medical plan. Dental plan. Vision plan. Retirement plan. Paid holidays. Generous paid vacation & sabbatical program.

Status: Permanent, exempt. 1.0 FTE, 37.5 hours per week

Office Location: Portland, OR

Start Date: Open until filled

Help shape Oregon's future!

Founded in 1974 by Governor Tom McCall, 1000 Friends was created as a watchdog organization to protect Oregon's land use system. Now, 45 years later, we are responsible for the protection of the 61.3 million acres of our state's spectacular natural areas, rivers, lakes and streams, and our thriving working lands that contain some of the most productive lands in the world. Additionally, within the 800,000 acres inside of the urban growth boundaries of our 241 cities and towns, we work to increase housing and transportation options and investments in parks and natural areas to maintain livability for a rapidly increasing population statewide. Join our team today!

Our Mission

Working with Oregonians to enhance our quality of life by building livable urban and rural communities, protecting family farms and forests, and conserving natural areas.

Our Vision

The ultimate outcome sought by 1000 Friends is an Oregon in which all people share in the economic and ecological benefits of great communities and healthy working landscapes.

Our Values

We believe in the uniqueness of Oregon and a livable state for all Oregonians.

A state that sustains with fruitful working lands and breathtaking iconic places.

A state that thrives because of great communities that welcome all.

A state we call home.

Equity Statement

We know that land ownership, as well as land use policies and processes, have not always been equitable. Land ownership has been racially restricted, land use entitlements have favored those with access to decision-makers, and public engagement in land use planning has not reached communities of color and communities with low incomes. Our work at 1000 Friends carries a special responsibility to address equity, diversity, and inclusion because we deal with land and the land use planning system. We think 1000 Friends must consider equity in the land use system while simultaneously working to accomplish our mission. We will work to achieve equity in the decisions that govern 1000 Friends and in the policies for which we advocate and use equity as one of our core metrics for evaluating the effectiveness of our work.

Our Investments in Our Team

1000 Friends of Oregon offers competitive compensation, 100% employer-paid health care, 403(b) and SEP IRA retirement options for eligible employees, excellent benefits, flexible/family-friendly work schedules, generous paid vacation and sabbatical plan, and a collaborative work environment. We also provide professional development opportunities. As a result, you will find a culture that supports and inspires achievement and personal development.

Position Description

The Manager will oversee our *Friends United for a Resilient Future* Initiative, which is focused in the Portland metropolitan region. The Manager will join the Portland Metro Team to create a more resilient and equitable Portland Metro region by helping to: (1) advance smart growth policies, (2) create public investments that safeguard the region's built and natural environment and its people, and (3) foster a mindset to unite Oregonians together to advocate for smart growth policies. The Manager brings expertise and relationships to the team that will lead to land use and transportation strategies that promote equity and public health outcomes. The Manager takes a pragmatic, solution- and outcome-oriented, and collaborative approach to his or her responsibilities. The position will supervise our Community Engagement Coordinator.

Responsibilities

- Assist in developing, implementing, and managing efforts to advance the mission of 1000 Friends and its environmental and health equity priorities;
- Research and advocate for policies and investments to advance environmental equity, climate resiliency, and public health outcomes in local and regional land use, housing, transportation, and parks and nature decisions;
- Aid with the creation and implementation of advocacy, civic engagement and community outreach campaigns to achieve these outcomes;

- Develop relationships with community partners, governmental agencies, and Oregonians from every walk of life;
- Collaborate with Communications and Media Relations Manager to maximize the effectiveness of our communication with coalitions, partners, government officials, lawmakers, affiliates, donors, and volunteers;
- Define and track built and natural environment outcomes that directly affect environmental equity, climate resiliency, and public health, for internal and external use;
- Identify and participate in community and partner functions to create and foster community connections;
- Represent 1000 Friends of Oregon before government agencies and elected officials in the Portland metropolitan region;
- Organize and facilitate meetings, civic engagement, and provide community education and outreach materials to community members, government agencies, and other community partners;
- Serve on the Steering Committee for the Getting There Together Coalition; and
- Lead strategies with partners, including The Intertwine Alliance coalition members and Metro, to generate public awareness and support of regional parks and trails and natural and working lands.

Required Qualifications

- 4+ years related experience;
- Proven track record of developing, implementing, and managing projects with a diverse group of colleagues and external partners;
- Strong written and oral communications to multiple types of audiences about complex public policies and investments (e.g., government agencies, community members-at-large, non-profit organizations, elected officials);
- Self-starter mentality to identify and execute needed actions to achieve key outcomes;
- Strong analytical and research skills, particularly regarding land use planning, climate resiliency, public health, sustainability, and social and racial equity;
- Successful experiences facilitating meetings with diverse stakeholders to reach decisions;
- Familiarity with rules, politics, and processes of the City of Portland, Metro, and regional counties;
- Ability to quickly build trust with a diverse set of stakeholders (e.g., businesses, government agencies, community- and mission-based organizations, residents-at-large); and
- Familiarity with and appreciation for the mission and work of 1000 Friends of Oregon.

Preferred Qualifications

- Working knowledge of rules, politics, and processes of the City of Portland and Metro regional government;
- Familiarity with local jurisdictions and TriMet in the Portland Metro region;
- Familiarity with large scale transportation projects (e.g., SW Corridor);
- Familiarity with land use planning tools that help create more housing more people can afford to live in;
- Strong relationships with 1000 Friends' existing coalition partners in the Portland Metro region (e.g., Welcome Home Coalition, Portland for Everyone Coalition, Anti-displacement PDX Coalition, the Getting There Together Coalition, and The Intertwine Alliance);
- Experience managing staff and interns;
- Proven track record of creating and influencing public policy (e.g., resolution, legislation, Executive Order) or creating and shaping public investments (e.g., budget bill or levy); and
- Proven track record of assisting in donor relations and grant applications and reports.

How to Apply

Please submit a resume, a writing sample (a public comment letter is encouraged), and a cover letter explaining why and how you are prepared to succeed in the position and answers to the following three questions (two-page maximum):

1. What do you see as the public health benefits from smart growth policies?
2. How do you see land use planning solving for inequities and disparities in the Portland Metro region?
3. How would you describe the role of 1000 Friends of Oregon in shaping the anticipated regional transportation measure?

Provide these materials in a single PDF document and email them to jobs@friends.org with “Environmental & Health Equity Manager” in the subject line. This position will remain open until filled.

1000 Friends is an Equal Opportunity Employer

Our commitment to diversity includes the recognition that our mission is best advanced by the leadership and contributions of men and women of diverse backgrounds, beliefs, and culture. Recruiting and mentoring staff to create an inclusive organization that reflects our character is a priority and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientation, gender identity, military, protected veteran status or other status protected by law.

The successful applicant must meet the requirements of 1000 Friends background screening process.