



Associate Director: Climate and Environmental Justice

The Interfaith Center on Corporate Responsibility (ICCR) is seeking an experienced climate advocate or shareholder advocate to coordinate our Just Transition campaign, which focuses on the decarbonization of the energy utilities sector. We are convening place-based investor engagements with utility companies in coalition with local and regional stakeholders to help ensure equity and justice in the transition to a clean energy economy. The Associate Program Director will coordinate faith and values-based investors to help them partner with community and stakeholder groups and engage with energy utility companies.

Who we are:

Currently celebrating our 51st year, the Interfaith Center on Corporate Responsibility pioneered the use of shareholder advocacy to harness corporate power to act in support of the common good and we remain at the forefront of this ever-expanding movement. Our advocacy acknowledges that the world's greatest challenges — the climate crisis, income, gender, and racial inequality, the advancement of worker justice, and equitable access to health care, among many others — represent systemic and urgent risks and corporations have a role and responsibility to help resolve them. Our tagline, “Shareholders calling the world’s most powerful companies to address their impacts on people and planet,” describes the work of our coalition of over 300 institutional investors representing more than \$4T in assets to hold corporations accountable for their impacts through ongoing engagement.

Our diverse membership comprises faith-based organizations, socially responsible asset management companies, unions, pensions, foundations, and other responsible investors who work in coalition with a global network of NGO, civil society, and grassroots organizations.

In 2018, ICCR launched the Investor Alliance for Human Rights to build the capacity of investors and companies to fulfill their responsibilities to respect human rights vis a vis the UN Guiding Principles on Business and Human Rights. The Investor Alliance currently comprises over 200 institutional investors from 19 countries that collectively represent more than \$12T in managed assets.

To learn more about ICCR and the Investor Alliance, please visit our websites: www.iccr.org and www.investorsforhumanrights.org/.

About the Just Transition Campaign

To meet the demands of a decarbonized energy economy, investors must address not only the changes in business plans and practices necessary to stay within the 1.5°C limit but must do so within a “Just Transition” framework. Just Transition mandates support for necessary climate action with commitments to labor standards, human rights, and inclusive prosperity—with an explicit focus on the workers and communities who contribute to and are affected by the transition. Investors play an important part in addressing this challenge by integrating the tenets of a Just Transition in their climate investment strategies, and by supporting policy and industrial strategies that align with Just Transition principles.



ICCR's Just Transition campaign seeks to use this unique position to facilitate critical social dialogue, both to drive shareholder engagement and investor participation in public-policy discussions on a Just Transition and to inform relevant frameworks for measuring progress.

To learn more about ICCR, please visit www.iccr.org or find us @ICCRonline on Twitter.

What you'll do:

You will be a convener and advocate, working with investors and other stakeholders (labor, community groups and environmental justice groups) to pursue decarbonization and a just transition in the energy utilities sector. Leveraging the unique faith and values-based perspective of ICCR members, as well as their existing connections to frontline communities affected by climate change, you will coordinate place-based investor engagements on a Just Transition, evaluate existing strategies to develop the next stages of the campaign, and sharpen investor best practices on collaboration with stakeholders.

Responsibilities include:

- Coordinating place-based investor engagement with stakeholders in the service areas of publicly held energy utility companies.
- Consulting with key stakeholders—including labor groups, environmental justice organizations, rate payer groups, regulators, NGOs and community organizations as well as experts on energy efficiency and equity—to further a productive dialogue on decarbonization and a Just Transition. This includes helping to develop a campaign plan based on results of a successful multi-stakeholder roundtable held in January 2023.
- Organizing webinars and workshops to educate investors about the challenges and opportunities for a Just Transition in the energy utility sector and beyond.
- Coordinating with members on company and policy research to inform development of model just transition resolutions to be filed with companies by ICCR investor members.
- Work with members and Senior Director on resolution strategy and development.
- Evaluating investor interventions in corporate engagements to develop models for future work.
- Facilitating investor participation in public policy discussions relevant to delivering a Just Transition and tracking policy opportunities through engagement with local stakeholders.

Who you are:

You have experience in climate advocacy, coalition building, corporate engagement, corporate accountability, or related fields, and have experience with rightsholder or stakeholder leadership and engagement. You enjoy leadership development, excel at teamwork, and can manage multiple projects. You can learn issues in depth and translate that expertise into messages for multiple audiences. You can work in a coalition to develop campaigns and evaluate those campaigns to guide future work.

Key qualifications:

- Experience building and supporting leadership teams of diverse stakeholders and building partnerships with a variety of stakeholder groups; Experience engaging with corporations on



climate change issues, shareholder advocacy broadly, or corporate accountability campaigns a plus.

- Experienced researcher and strong communicator (written and oral communications) on issues of climate change and environmental justice who can convey complex issues in an accessible, compelling way.
- General familiarity with the U.S. policy landscape as it relates to climate change; experience with energy utility policy is a plus.
- Strong organizational skills with a demonstrated ability to multitask, take initiative, and work independently while being part of a team.
- A self-directed, yet collaborative team member, who can organize and prioritize your workload.
- Ability to work collaboratively in a small, vibrant non-profit environment.

You are someone with experience organizing stakeholders to make change, including identifying and developing relationships with these groups on a local or regional level.

What else you should know:

ICCR's office is in New York City, but several staff are fully remote, and this position is open to candidates in the United States who are able to work on East Coast time. Full in-person attendance is required at the ICCR biannual conferences, our annual special event, required staff planning meetings and retreats, and other in-person events as needed.

The starting salary for this role is \$70,000-75,000, depending on experience. This is a one-year, grant-funded union position, subject to renewal. Benefits include:

- 80% employer-covered health insurance, including dependent coverage, dental + vision insurance and FSA.
- 403 B retirement Plan with 11% employer contribution (after two months).
- Short-term/Long-term Disability and Life Insurance.
- Employee Assistance Program (EAP).
- Professional development.
- Paid Time Off.
- Paid Family Leave.
- Technology stipend for your home office.

It is the policy of ICCR to provide equal employment opportunities to all applicants and employees without regard to race, color, religion, sex, sexual orientation, age, national origin, marital status, disability, or prior criminal record. This policy is intended to reflect the values and ideals of ICCR's members and to help ICCR itself model the equal employment opportunity (EEO) and affirmative action practices that its members urge corporations to adopt.

How to apply

Send a cover letter and resume to Christina Herman at jobs@iccr.org. Please write "Associate Director: Just Transition" in the subject line. Resumes without a cover letter will not be considered.



Cover letters must include at least 2-3 sentences about why you are interested in ICCR and in this role. No phone calls, please.

Timeline

Applications will be accepted through May 31; Interviews will be conducted on a rolling basis beginning April 24. We apologize that because of the volume of applications, we are able to respond only to those applicants granted an interview.