



## Heal the Bay

### Job Announcement

### **Associate Director of Campaigns & Outreach**

Heal the Bay is an environmental nonprofit dedicated to making the coastal waters and watersheds of greater L.A. safe, healthy and clean. To fulfill our mission, we use science, education, community action and advocacy. We educate the greater Los Angeles region about the undersea wonders of our local Santa Monica Bay, the causes and impacts of local water pollution, the need for an improved resilient water supply, and what Angelenos can do to make a difference. We reach over 150,000 people every year through our Heal the Bay Aquarium, beach cleanups and community outreach programs.

California's diversity is one of its greatest strengths. Heal the Bay is committed to creating and maintaining a diverse and inclusive environment that respects all individuals regardless of gender, race, ethnicity, sexual orientation, physical ability, religion, or age. We are focused on recruiting and retaining a diverse team of employees, fostering a positive environment where inclusive behaviors are the norm, prioritizing our work through an equity and inclusivity lens, and embedding accountability for diversity throughout the organization. We are committed to creating an environment where all employees are included, are treated with dignity and respect, and are in a position to contribute to our success.

#### **Position Summary:**

Heal the Bay is looking for a full time Associate Director of Campaigns & Outreach to support our Science, Policy & Outreach Department. This is a leadership position within a dynamic organization, where public campaigns create tangible change and lead to a cleaner, healthier environment.

The ideal candidate is a leader who is passionate about water quality, resource protection, governance, and environmental justice. The Associate Director of Campaigns & Outreach (AD) develops and leads focused, strategic campaigns to achieve Heal the Bay's goals.

Examples of successful Heal the Bay campaigns include banning disposable plastic bags, blocking new oil drilling, and restoring coastal wetlands. Campaigns require political strategizing, community organizing, and targeted education and outreach. The AD reports to the Director of Science, Policy & Outreach (SPO).

The AD leads a team of three outreach staff and works closely with the science, policy and aquarium staff at Heal the Bay, since all departments participate in campaigns. In addition to excellent teamwork and leadership, the AD maintains strong relationships with elected officials and government agencies. The AD must be an excellent communicator, team leader and coalition builder.

**Essential Job Functions Include:**

- Develop and implement campaign plans for major initiatives and for Heal the Bay's annual goals;
- Delegate tasks and coordinate work within and across Departments;
- Develop and maintain relationships with local, state and federal elected officials, their staffs, and government agencies;
- Understand legislative and regulatory processes related to Heal the Bay's initiatives and campaigns;
- Develop and manage Heal the Bay's Campaigns & Outreach programs and staff;
- Work closely with Aquarium staff on integrating Science & Policy issues and Campaigns into Aquarium exhibits, events, and advocacy;
- Oversee outreach and education programs including Speaker's Bureau, Beach Programs (Nothin' But Sand, Suits on the Sand, Adopt a Beach, Coastal Cleanup Day), Lunch n' Learn, Angler Outreach Program, and High School education programs (Club Heal the Bay);
- Help lead weekly Science, Policy & Outreach Department meetings with Director; help lead annual departmental retreat and goal planning with SPO Director;
- Work with SPO Director and Advancement department to identify funding opportunities; assist in grant proposal writing, grant tracking, and grant reporting.

**Preferred Experience/Skills:**

- Passion for Heal the Bay's mission and environmental health in southern California;
- Strong background in environmental policy, environmental campaigns, government relations
- Minimum 3 years of experience in project management, campaign development, environmental policy, or related topics;
- Broad understanding of water quality and water supply issues, and how they relate to public health and equity;
- Strong leadership and interpersonal skills, and ability to develop lasting relationships with elected officials and government agencies;
- Ability to inspire staff, volunteers, and partner groups about Heal the Bay's campaigns, policy, and science work;
- Commitment to promoting an organizational culture of equity and inclusion;
- Ability to excel under pressure and meet deadlines while balancing multiple projects;

- Excellent organizational, analytical, project management, problem solving and communication skills.

*If you don't meet all of the preferred skills above, you are still encouraged to apply and will be considered based on diverse and equivalent skills and experience.*

**Compensation**

This is a full-time, non-exempt position \$28.85-33.65/hourly based on experience.

**Benefits:**

There are dental, medical, health insurance, and vacation benefits included as part of employment. Heal the Bay will cover 90% of benefits. In accordance with California Labor Law, employee will be eligible to receive up to 72 hours of paid sick leave per calendar year, after completing 90 days of employment. All Heal the Bay recognized Holidays will be compensated in accordance to time worked.

**Schedule:**

Participation in some weekend and evening events, as well as regional and statewide travel, are necessary. Due to COVID-19, we are currently working from home but will transition back to working from our Santa Monica office once it is safe to do so. Heal the Bay offers a dynamic work environment with highly motivated colleagues including other staff and volunteers.

**Application Information**

How to apply: Please visit [www.healthebay.org/jobs](http://www.healthebay.org/jobs) to submit a cover letter and resume. \*Please use **Associate Director** in the subject line.

*Heal the Bay is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status and we strongly encourage applications from individuals that reflect the diversity of Los Angeles County.*