



**Position Name:** Climate Justice Organizer (Full Time)

**Pay rate:** Full-time Contract Employment for 35-40 hours a week at starting pay at \$26.00/hour

**Location:** Hybrid (Both Remote and at the Albuquerque Office Location)

**Brief Description of Pueblo Action Alliance:** Pueblo Action Alliance (PAA) is a community driven grassroots organization that protects Pueblo cultural sustainability and community defense by addressing environmental and social impacts in Indigenous communities.

PAA is a Pueblo-centric organization which creates a work environment catered towards Pueblo people and Pueblo traditional lifeways. We function under Traditional Core Values and 10 Points of Unity to help provide us guidance and direction with our programmatic work and decision making. PAA's target audience is Pueblo people, other Indigenous communities, climate, environmental and social justice ecosystems. PAA's Purpose, Vision, 10 Points of Unity and Traditional Core Values can be [found here](#).

**The Climate Justice Organizer Position Description:** Climate Justice Organizer will focus on building relationships with partnering organizations, coalitions and working groups relating to Pueblo Action Alliance's Climate Justice program; coalitions like Frack off Greater Chaco Coalition, the New Mexico No False Solutions coalition, and People vs. Fossil Fuels. They will also work on expanding the organizational base by engaging with our community members through education and outreach relating to our Climate Justice campaigns (Protection of Greater Chaco Landscape, No False Solutions, Water Back, and the Protection of the Caja del Rio). Internally, they will also ensure that the Youth Justice program is engaged with the Climate Justice program and its campaigns. This position also expects the Climate Justice Organizer to be a spokesperson on each specific campaign. This position at times will require travel to various conventions, conferences, in-person meetings, etc.

### **Job Responsibilities:**

The Climate Justice Organizer has the following responsibilities and duties:

- Climate Justice Program
  - Assists in various campaigns within the Climate Justice Program at PAA; Protection of the Greater Chaco Landscape, the New Mexico No False Solutions, People vs. Fossil Fuels, and Water Back
  - Participation in following coalitions: Frack off Greater Chaco (assist the coordination of the Greater Chaco coalition); NM No False Solutions, People vs. Fossil Fuels
  - Co-creating zines, infographics, and other printed materials for the Greater Chaco Landscape, No False Solutions, and Water Back; keeps inventory of educational materials, tabling materials, etc.
  - Will work with the Youth Justice Program to help ensure that there is program continuity with youth, climate justice and climate action programs;
- Coalition Engagement



- Will attend various coalition meetings to keep grassroots movement narratives consistent and aligned; Frack of Greater Chaco Coalition, NM No False Solutions Coalition, People vs Fossil Fuels - coalitions meetings can equate to about 5-7 hours a week;
- Create opportunities to grow relationships and networks;
- Stay informed on other frontline and environmental fights;
- Organizational Responsibilities
  - Must attend weekly staff meetings
  - Will participate in other organizational projects, events, coalitions, etc.
  - Will work collaboratively with all PAA staff, board of directors, and membership

### **Requirements:**

The Climate Justice Organizer should have the following skills, education and experience:

- Organizational Responsibilities
  - Aligns with PAA's Purpose, Vision, 10 Points of Unity and Traditional Core Values
  - Undergrad college degree or at least 2 to 3 years of experience in environmental/social justice spaces and/or grassroots organizing experience; it is preferred that the person has an environmental and climate studies background
  - In-depth understanding or willingness to learn about the current issues relating to environmental justice, social justice, current critical race theory, Indigenous resistance movements, and history of environmental and climate justice
  - In-depth understanding or willingness to learn about Pueblo Indigenous history on colonialism, resistance and current issues
  - In-depth understanding or willingness to learn about related land, water and air injustices that impact Pueblo Indigenous and Indigenous ancestral lands, tribal lands, waterways, and air quality
  - Ability to work, adapt and become flexible in a fast-paced work environment
- Operational Responsibilities
  - Must attend weekly staff meetings, organized staff retreats, strategic planning meetings, and other PAA team building activities
  - Works collaboratively with staff on climate justice campaigns to help develop campaign educational and outreach materials
  - Have excellent communication with PAA staff
  - Must come into the office at least three days out of the week; can remote work for alternate days
  - Must adhere to all organization office and operational policies

### **Competence in the following:**

- Excellent Communications skills both internally and externally of the organization
  - Sufficient oral and written communication skills and the willingness to learn how to improve those skills
- Coordination of partner and ampicpe organizations working on similar issues



- Co-visioning and collaborating on campaigns and popular education tools with other PAA staff, coalitions, and working groups
- Working with Pueblo youth and other youth organizations, groups, etc.
- Ability to mediate different perspectives and opinions but maintain a position that progresses PAA's purpose, vision and framework in some times fast-paced work environments; ability to work as a team member but also independently; ability to think critically and insightful; meet specific deadlines or otherwise within the timeline pertaining to the project; ability to adapt to change and is flexible and open-minded.
- Experience working with Indigenous and Pueblo Indigenous people, as well as BIPOC and LGBTQAI2S+ communities
- Basic understanding of Word, Excel, and Powerpoint (also within a Google suite); ability to use and set up zoom meetings
- Willingness to travel periodically and has a valid driver's license and/or ability to travel to events locally and out of the area; PAA can provide assistance with alternative transportation like bus/train passes; all work related travel using one's own vehicle can be reimbursed by the organization
- Must be able to lift 25 lbs

#### **Other benefits:**

- Annual Flex Fund offered to every full-time or part-time contract employment; Flex fund is offered to supplement insurance needs for health, dental, child-care, etc.
- \$80 Internet/phone stipend every month
- Paid time off; Paid cultural leave (feast days, cultural obligations, etc.); paid paternal/maternal leave
- All federally recognized holidays off
- One month of winter leave

#### **Compensation and Reimbursement:**

Pueblo Action Alliance will provide the following compensation: **\$26.00 per hour for 35-40 hours a week**; payroll will function on a bi-weekly schedule. Pueblo Action Alliance is a fiscally sponsored organization whose fiscal sponsor is the SouthWest Organizing Project, a 501c(3) non-profit. They provide financial services and oversight for PAA and have PAA staff as contracted employees. All contract employees will work under a W9 and will be responsible for paying federal, state and local taxes as required by law; it is suggested to save 15% of total earnings for taxes. Contract expectations should be met with the understanding that the Contract Employee is responsible to pay their own taxes at year's end. PAA will reimburse mileage and any other out of pocket expenses. Weekly schedules are flexible as there will be some work hours during the weekend.

#### **Pueblo Affiliation Disclaimer:**

PAA has a zero tolerance for individuals who falsely claim Pueblo affiliation or descent; this action will result in immediate termination of application and interview consideration. As the



organization onboards new staff, it is important for us to ensure the safety and integrity of our Pueblo communities and to cultivate a workspace that is authentic to our traditional and organizational core values. Due to an overwhelming number of individuals who falsely claim “Indigeneity,” PAA may request the following during the application and/or interview process: Proof of tribal enrollment or Pueblo community affiliation; this can be in the form of a Tribal ID, CIB number, a letter from tribal government official and/or a reputable Pueblo community member.