Partnership for Southern Equity

Director, Just Energy

Candidate Profile
About PSE

Since 2008, the Partnership for Southern Equity (PSE), an Atlanta-based nonprofit, has been advancing the cause of equity through an ecosystem-based model for multi-demographic engagement in the City of Atlanta and the surrounding metropolitan region – a bustling area emblematic of many Southern communities riven by racial, economic and class disparities.

Using its strength in its ability to connect, educate, and empower diverse individuals and organizations to encourage just, sustainable practices for shared prosperity, PSE has stood at the forefront of promoting balanced growth and shared prosperity throughout metropolitan Atlanta and the American South.

Focusing on four key areas: energy, growth, health and opportunity, PSE has developed strong partnerships, which have resulted in a series of successful policy initiatives that helped elevate and enable the communities we serve.

PSE’s Methodology

**Equity:** (noun) To create the conditions that enable **just and fair inclusion** into a society in which all can participate, prosper, and reach their full potential

**Equality:** (noun) Regarding or affecting all objects in the same way

While equal rights under the law have afforded many of us opportunities that were denied for so long, an *equity agenda* works to advance just outcomes that are sensitive to the needs and circumstances of the populations in question – erasing the barriers that stand in the way for everyone to succeed. The reality is there are groups that have much more support systems and resources that enable their success while others are forced to rely on more uncertain circumstances in under-resourced communities. PSE stands to address these inequities in our communities so prosperity can be created and shared by all.

PSE has grown its resources to support an operation of four core programs; Just Energy (JE), Just Growth (JG), Just Health (JH) and Just Opportunity (JO), and Just Solutions (JS)/YES! for Equity.
About Just Energy

Just Energy is our framework for advancing energy equity which we define as the fair distribution of the benefits and burdens, of energy production and consumption. We advance Just Energy through relationship-centered strategies such as community organizing, leadership development, coalition building, authentic community-engagement and leveraging data and research. Ultimately, these activities will build civic power to advance a more democratic and equitable clean energy ecosystem that benefits Black communities, communities of color, rural and low-wealth communities across the south.

Coalition Building
PSE’s Just Energy Circle utilizes the inherent strength of coalitions by convening technical experts, advocates, and community members to vision more equitable energy policy and co-create clean energy solutions that benefit everyone.

Community Organizing
PSE’s organizers work with local-residents to build community-led coalitions that provide a mechanism for relationship building, community-driven solutions development and knowledge-building to mobilizing first-person advocacy around energy equity issues, programs and policy.

Leadership Development
In order to strengthen our equity ecosystem with first-person advocates, PSE has expanded its energy equity programming to include the Just Energy Academy (JEA). Modeled after PSE’s current community leadership development programs focused on racial equity and equitable development, JEA is a seven-month leadership development program created to educate the next generation of equity leaders who aspire to be energy equity and climate justice leaders in their communities.

Community Engagement
Communities are experiencing the negative impacts of inequitable energy policy and are increasingly hungry to speak and act for change. Now more than ever, PSE is committed to the grassroots approach of reaching deeper into these challenged communities for long-term engagement. We will continue to leverage relationships with trusted community leaders and service providers to help establish political traction in target communities.

Learn more about PSE’s other Core Programs below:

- Just Opportunity
- Just Growth
- YES! For Equity
- Just Solutions
- Just Health

Director for Just Energy, Partnership for Southern Equity
The Opportunity

PSE seeks a thoughtful, dynamic and courageous leader to serve as the Director for Just Energy.

This position is responsible for leading, building, and maintaining a strong energy team at the Partnership for Southern Equity that includes the direct supervision and development of full-time staff. The Just Energy Director will help facilitate power building and racial equity for systems transformation through our energy justice and climate work. Provide strategic leadership and oversight of the activities of Just Energy Portfolio while working collaboratively with internal and external partners. Provide subject matter expertise in racial equity; environmental justice; climate; power building; equitable institutional systems management; training presentations; curriculum development; proposal writing; and effective community engagement/organizing strategies that catalyze change for marginalized communities in the American South.

The Director for Just Energy reports to the VP, Strategy & Engagement and will have up to six (6) direct reports.

The Director for Just Energy is responsible for the following:

Organizational Initiatives and Strategic Thought Partnership

- Serve as a member of the PSE leadership team and provide strategic thought partnership to support overall organizational success
- Propose and implement strategies and programs to address various environmental concerns including energy production and use, conservation, reduction of pollution, recycling, building and facility design, and general education on sustainability, climate, and environmental justice
- Provide vision and guidance toward the retention, expansion, and actions of PSE’s Just Energy Circle
- Develop and implement organizational programs and advocacy that address environmental and racial equity concerns

Program Management

- Evaluate efficacy of Just Energy programs; design, develop and execute processes and systems that optimize work, performance, and accountability of the Just Energy program
- Prepare documentation required for project funding for various environmental initiatives including proposals and grant applications
- Draft and prepare reports, presentations, and proposals; present proposals and recommendations to the Chief Equity Officer, board of directors, and other key stakeholders
- Develop and maintain appropriate documentation and records including budgets and other financials
- Foster an environment that promotes trust and cooperation amongst PSE staff, community members, and partner organizations
- Exceptional leadership coaching skills and ability to coach others to ambitious outcomes, encouraging them to elevate their levels of responsibility and performance.
- Train, coach, and mentor staff on an on-going basis

Director for Just Energy, Partnership for Southern Equity
Advance Energy Equity

- Experience working across lines of race, class, gender, and urban/rural to secure policy change and build power
- Conduct research to identify environmental and sustainability concerns, interests, and issues
- Assist with the development of an authentic communications and information sharing strategy that captures the learnings and best practices of Just Energy and their individual and collective racial equity organizational and community transformation work
- Maintain current working knowledge of, and ensure compliance with, all applicable local, state, federal, and internal environmental laws and regulations
- Build and maintain relationships within the equity ecosystem of racial justice among local, regional, and national environmental justice, climate groups, policy makers and funders
- Participate in Steering Committee and Coalition meetings to present and report on program progress
- Perform other related duties as required

Position Requirements

Ideal candidates will have a background and resume that reflect the following:

<table>
<thead>
<tr>
<th>Minimum Qualifications</th>
</tr>
</thead>
<tbody>
<tr>
<td>A deep commitment to racial equity and climate justice in the American South</td>
</tr>
<tr>
<td>Bachelor’s degree in Environmental Science, Political Science, Sociology, Public Policy, Public Administration, Anthropology, Organizational Leadership or related field</td>
</tr>
<tr>
<td>A minimum of 5 years’ experience in nonprofit, government, or environmental justice sector; at least 3 years working in a management role with supervisory experience</td>
</tr>
<tr>
<td>Deep understanding of the landscape of the racial equity and economic justice movements and their intersection with climate justice</td>
</tr>
<tr>
<td>Thorough and current knowledge of energy and sustainability practices, applicable laws and regulations</td>
</tr>
<tr>
<td>Excellent communication and relationship-building skills, with ability to prioritize, negotiate, and work with a variety of internal and external parties</td>
</tr>
<tr>
<td>Demonstrated experience conceiving, developing, and implementing strategic initiatives within an organization</td>
</tr>
<tr>
<td>Strong program management skills- managing complex, multifaceted projects and teams, resulting in measurable success, program growth and accountability</td>
</tr>
<tr>
<td>Superlative and creative problem-solving and analytical skills</td>
</tr>
<tr>
<td>Strong professional reputation among community members</td>
</tr>
<tr>
<td>Excellent organizational skills and attention to detail</td>
</tr>
<tr>
<td>Experience with financial systems, basic accounting, and fiscal sustainability</td>
</tr>
<tr>
<td>Ability to travel up to 20%</td>
</tr>
</tbody>
</table>
### Preferred Qualifications

- Master’s degree in Environmental Science, Political Science, Sociology, Public Policy, Public Administration, Anthropology, Organizational Leadership, or related field
- Knowledge and insight into the issues, challenges, options, and solutions related to the Just Energy issue areas
- 3+ years’ experience in a leadership role in a nonprofit organization
- Grant writing experience
- Superior leadership and interpersonal skills and abilities, particularly in the areas of emotional intelligence, conflict resolution and change management
- Expert team builder with ability to build strong relationships quickly, including with staff, funders, and external allies and partners
- Ability to thrive in a fast-paced environment

### Location

The preferred location for this position is Atlanta, GA. Remote hires will be considered in the following states where PSE has satellite offices:

- Georgia
- Tennessee
- North Carolina
- Alabama
- Florida
- Mississippi
- Louisiana

### Compensation and Benefits

The salary range for this position will be $87,500-$110,000 annually with an anticipated starting salary dependent upon the qualifications and experience of the hired candidate. PSE provides a full suite of insurance and supplemental insurance options that are affordable to staff:

- Vacation
- Sick Days
- Holidays
- Medical
- Dental
- Vision
- Life Insurance
- Long-Term Disability
- 401k with 5% employer match
- Option for FSA and HSA enrollment

- Supplemental
  - Short Term Disability
  - Additional Term Life Option
  - Critical Illness
  - Hospital Indemnity
  - Accident
  - AD&D
  - Group Legal Services Plan
How to Apply

Partnership for Southern Equity is looking for qualified candidates who are committed to racial equity and justice and want to be a part of an organization that lives its values.

The Bonsai Leadership Group has been exclusively retained for this search. To make recommendations, or to express interest in this role, please email Careers@BonsaiLeadershipGroup.com and include “Just Energy Director” in the subject line. All applications must include a letter of interest and resume.

This position is open until filled, interested applicants are strongly encouraged to apply at their earliest convenience. Applications will be screened against the criteria as listed in this profile.

All nominations, inquiries and discussions will be considered strictly confidential.

PSE is an Equal Opportunity Employer

Learn more about Bonsai Leadership Group