



Mon Valley Advocacy Manager

Overview

[UpstreamPgh](#), celebrated 25 years as a 501c3 next year, and 20 years since the completion of our legacy project, the Nine Mile Run Aquatic Ecosystem Restoration, in Frick Park. Throughout the years the work of UpstreamPgh has migrated from Frick Park and into the upper watershed: Upstream. Our tagline is “Healthy Ecology, Healthy Community”, and as a group focused on clean water, we are equally focused on people. We strongly believe that humans are a part of nature, and not separate. Our projects and programs are aimed at reconnecting people to the environment through nature-based solutions like green stormwater infrastructure. We are dedicated to serving those people and communities that are most underserved, and developed a set of [Climate Equity Principles](#) to accompany the [NMR Environmental Equity Study](#), which guides us as we work toward climate justice in the Pittsburgh region.

Equal Opportunity Employer

UpstreamPgh is an equal opportunity employer and prohibits discrimination based on race, creed, color, religion, sex, national origin, age, pregnancy, genetic information, veteran status, marital status, disability, sexual orientation, gender identity, or expression, or any other status protected by state, federal or local law. Each supervisor, manager, and executive is responsible for understanding, communicating, and strictly enforcing this policy.

Position Overview

UpstreamPgh has three program areas: Advocate, Engage, and Plan/Build. The Mon Valley Advocacy Manager will serve in a program management role for the Environmental Justice Table (EJT) and Advocacy Program. The EJT is a people-first network that coordinates the efforts of partner organizations who have expertise in climate-related issues, public policy, and community organizing to build a collaborative environmental justice movement. UpstreamPgh has convened this group to co-develop capacity within communities, establishing resident-driven advocacy that focuses on empowering low-income, BIPOC neighborhoods. The EJT is supported by Fawn Walker-Montgomery of Take Action Advocacy Group (TAAG), who has served as the lead consultant and developed a strategic plan that guides the effort.

This is a fantastic opportunity for someone who is a passionate social/environmental advocate, enjoys building new networks, and understands how to run successful campaigns and movements. UpstreamPgh operates with a team-based approach, and this position will report directly to the Water Equity Director, while also working closely with the Advocacy Team that includes two other team members.

Preferred candidates would be someone who lives in the Mon Valley or has roots in the area.

Responsibilities

The primary responsibilities of the position will be to grow the EJT and Advocacy Program into the Mon Valley. Success would include the following objectives:

1. Provide education to impacted community members on people-first campaigns.
2. Build bridges among organizations to leverage strengths and resources.
3. Work alongside community members to advocate for their vision of healthy, thriving communities with equitable access to clean air, water, and land.

The first year of the Mon Valley Advocacy Manager position will be focused on:

- The EJT's two active campaigns (WHY CAN'T WE DRINK OUR WATER? and YES, RACE MATTERS) will incorporate Mon Valley residents into their infrastructure and policy work, engaging residents via petitions, gatherings, testimony, social media, and other means of uplifting community voices.
- Delivery of a five-module curriculum and other education/engagement methods (workshops, resource fairs, listening sessions, etc.) increases understanding and knowledge of EJ issues for residents in Mon Valley communities.
- Recruitment of new EJT resident leaders who will be compensated for their efforts to keep the EJT's objectives moving forward.
- Establishment of deep relationships with Mon Valley residents, community leaders, and municipalities that will amplify existing and build additional environmental justice movements in the region.

Knowledge, Skills & Abilities

- Flexible, entrepreneurial spirit with demonstrated ability to achieve goals.
- Masterful project management skills with a determination to exceed expectations.
- Approachable interpersonal, verbal, and written communication skills.
- Ability to communicate effectively at all levels internally and externally.
- Able to simultaneously manage a high level of detail across multiple projects.

Work Experience

- High School Diploma minimum qualification
- At least 3 years of experience in one or more of the following areas: community organizing, community engagement, campaign development, and municipal coordination.
- Experience working with diverse communities.

Other Preferred Qualifications and Attributes

- A demonstrated capacity to work independently without close oversight, while also operating as a team player in a flexible, creative, and evolving environment.
- Knowledge of climate change, environmental issues, and climate justice/environmental equity.
- A personal commitment to and deep understanding of UpstreamPgh's mission and demonstrated skills in cultural competence and a commitment to social justice.
- Energetic, outgoing, flexible, and able to thrive in a collaborative, evolving environment.
- Availability to work some evenings and weekends

Starting Salary

UpstreamPgh recently established salary ranges for all position levels in the organization. This exempt position would have a starting salary of \$50,000-\$60,000, dependent on experience.

Benefits

UpstreamPgh offers a generous benefits package including unlimited paid time off for exempt employees, 12 paid holidays, including the week between Christmas and New Year's, and 4 weeks of paid parental leave.

We also offer medical, dental, and vision plans with 75% employer contribution, along with a retirement plan and 3% employer match. All employees are given a budget for ongoing professional development. Life/short-term/long-term disability insurance is offered.

We offer flexible work schedules and have instituted a hybrid work-from-home and office situation.

TO APPLY

Candidates should send a resume and cover letter to Chavaysha Chaney, Water Equity Director at hr@upstreampgh.org. **Applications will be accepted until April 25th.**