



RISING SUN

CENTER FOR OPPORTUNITY

Job Description: Regional Manager, Climate Careers Central Valley Region

Job Summary

Rising Sun Center for Opportunity helps build career pathways for economic equity and climate resilience. Rising Sun is looking for a Regional Manager for the Climate Careers Central Valley Region. The Regional Manager is integral to the annual success of the Climate Careers program. Currently, based in San Joaquin County, with a greater Central Valley region reach and impact. The Regional Manager position is essential to providing youth with their first green job, while also helping local households build climate resilience.

The Regional Manager is a full-time position on the Climate Careers team that reports directly to the Senior Program Manager, Climate Careers Central Valley, and supervises a team of temporary staff members. In addition, the Regional Manager works in collaboration with all members of the Climate Careers team, such as the Director of Youth Programs, Regional Manager(s), the Senior Community Engagement Manager, Workforce Initiatives and Alumni Associate, and Program Manager to accomplish the goals of the Climate Careers program.

Climate Careers uses a social enterprise model to combine home energy and water-saving services with youth development. Our free Green House Call service consists of energy and water use assessments, installation of efficiency devices, and client education. Youth program participants deliver this service to thousands of homes every year while growing personally, and professionally.

For more information about Rising Sun, please visit www.risingsunopp.org

A successful Regional Manager...

- Is passionate about Rising Sun's mission and excited to actively champion it.
- Is an ambassador of organizational culture. You hold the "big picture" lens of the organization, and Climate Careers program, when making decisions.
- Is a creative thinker, solution-oriented, resourceful, and effective in their work, both individually and as a member of a team. When you are faced with a challenge, you have multiple ideas on how to solve it.
- Is confident in their leadership and ability and has experience managing and motivating people. You are a strong relationship-builder and enjoy working in collaboration with others, especially with new professionals who are learning in real-time and on the job.
- Has experience successfully managing and implementing projects and/or programs. You thrive in a fast-paced environment with competing priorities that require organization and a strong attention to detail. You can work on multiple projects at once and think at least one step ahead in order to complete tasks and projects on time.

- Inquires when unclear, asking questions for clarity, and checking for understanding. You know how to communicate about your workload and priorities and manage to get the support you need to accomplish your tasks.
- Loves organizing and thinking systematically; derives satisfaction from being able to make things simpler and more efficient for themselves and those around them.
- Actively works to grow professionally and helps others to do the same. You are open to receiving feedback and enjoy providing others with growth opportunities and constructive input.
- Enjoys working with diverse groups of people. Relates to people in an open, friendly, and professional manner. Excels at customer service. You're a professional at treating people from all backgrounds with respect. You're timely and responsive and people know you value them.
- Demonstrates self-awareness, in terms of understanding their own culture, identity, biases, prejudices, power, privilege, and stereotypes
- Demonstrates willingness to challenge and change institutional practices that present barriers to different groups

A Regional Manager is responsible for..

- Upholding and uplifting Rising Sun's brand, messaging, and values in all communications.
- In conjunction with the Senior Program Manager, overseeing and managing key program contracts and deliverables.
- Pre- and post-program planning, management, and reporting of the Climate Careers program.
- Identifying and nurturing strategic relationships with local partners, stakeholders, and funders to effectively implement and enhance the program and its impact.
- Recruiting, interviewing, hiring, training, supervising, and supporting seasonal staff who will recruit and supervise low-income youth, identify, and manage site offices, and conduct grassroots outreach in the Central Valley Region
- Recruiting, interviewing, and hiring local youth to participate in and complete the Climate Careers program in the Central Valley Region.
- Planning, modifying, and creating training materials for temporary managers and youth participants.
- Working closely with HQ admin/operations staff on temporary staff and youth onboarding and offboarding.
- Implementing a successful Climate Careers program throughout the Central Valley Region—recruiting, managing, supporting, and mentoring temporary program staff; troubleshooting and problem-solving day-to-day issues; leading youth development initiatives; and managing all remote site offices in the Central Valley Region.
- Collaborating and working closely with the Senior Community Engagement Manager, the team of temporary seasonal managers, and the Climate Corps Fellows to ensure that all outreach and Green House Call goals are met.
- Collaborate with the Senior Program Manager and Workforce Initiatives and Alumni Associate in the successful implementation of the Central Valley Region Climate Careers externship program including host recruitment, management of partner and industry relationships, securing hosts and facilitating host orientations



- Assist with the overall success of the externship program by meeting all extern objectives and deliverables in close collaboration with Climate Careers staff
- Working collaboratively with the Climate Careers team to identify and execute new program initiatives, contributing to the design and vision of the program.
- Designing and implementing youth development strategies based on resilience. As well as collaborate with the Workforce Initiatives and Alumni Manager, Bay Area, and Senior Program Manager, Central Valley Region in the coordination of other workforce development efforts to identify opportunities for training and upskilling opportunities for youth.
- Working with the Senior Program Manager to ensure proper tracking of program data and metrics for continuous programmatic learning and evaluation.
- Other duties as assigned.

To be considered for this position, you must have:

- A car, a valid driver's license, and insurance
- The ability to work some flexible hours – occasional evenings and weekends
- The ability to work in-person and on-site in the San Joaquin County office sites when required, especially during the summer. Have the ability to travel throughout the Central Valley Region.
- Proof of receiving a primary series of an FDA-approved COVID-19 vaccination by start date, per Rising Sun's Employee Mandatory Vaccination policy

(We are serious; no matter how much we like you, we simply cannot consider you for this position if you don't meet the items above)

It's a big PLUS if you have:

- Experience working with or volunteering with nonprofit organizations, especially in workforce development, youth development, and/or the environment.
- Have experience working with, supervising, training, and/or recruiting youth ages 15-24, especially youth from low-income households and/or opportunity youth.
- Have experience managing important stakeholder relationships (e.g., community-based organizations, local governments, utilities, funders, and/or other partners)
- Fluency in a second language (Spanish preferred)
- Have experience in data analysis and database management
- Experience with complex systems, problem-solving, and coordinating program logistics and operations.

About Rising Sun...

Rising Sun is a premier nonprofit organization operating in the San Francisco Bay Area and San Joaquin County. Our mission is to build career pathways for economic equity and climate resilience. With offices in Oakland and Stockton, Rising Sun's workforce development programs, Climate Careers, and Opportunity Build, specialize in preparing youth, women, and individuals in reentry for high-road careers and green

pathways that offer family-sustaining wages. Since our founding in 1994, Rising Sun has trained and employed more than 3,000 youth and adults while helping over 53,000 households reduce their carbon footprint. Our vision is a just and sustainable future for all people and our planet.

About our culture...

We are mission-driven and work hard because we care about what we do. We are deeply committed to equity and inclusion and want to do the self-work necessary to be successful in these areas. We like working with each other and we like to make work fun. We like to try new things and encourage each other to find unique and unconventional ways to tackle tough problems. We celebrate every birthday, eat a lot of dessert together, and recycle the same birthday candles until they're gone. There's usually at least one dog hanging around the office, and sometimes a staff member's kid or two as well. We want people to grow. We like to promote from within and build each other up, but we also like to bring in new ideas and different perspectives. We're looking forward to meeting you and hearing about how you can contribute to making Rising Sun a great place to work.

You might also be wondering about pay and benefits...

This is a permanent, full-time, exempt, salaried, and benefited position with an annual salary range of \$77,564.00-\$81,442.20 commensurate with experience. Rising Sun offers a competitive benefits package that includes:

- 100% coverage of Medical, Vision, Dental insurance for employees, 50% coverage for dependents.
- 403b contribution option and 3% match after first year.
- \$100,000 Life Insurance Policy.
- 17 PTO days/year (increases each year until year 10).
- 17 Holidays/year (includes 2 floating holidays and a week of closure during winter).
- 4 Restorative days/year.
- Birthday off.
- Hybrid Remote work options - dependent on position.
- Monthly internet and phone reimbursement, totaling \$100.
- 12-week, 40% parental leave.
- 2 months of paid sabbatical after year 7.
- Annual professional development budget.
- Financial advising through Stonebridge Financial Group.

Ready to Apply?

Please email your resume, cover letter, and three professional references to careers@risingsunopp.org, and include "Regional Manager, Climate Careers Central Valley Region" in the subject line.

Rising Sun is an Equal Opportunity Employer

Rising Sun is committed to diversity and considers all applicants for all positions without regard to color, ethnic background, religion, sex, gender, sexual orientation, national origin, age, and disability status. EOE/AA; women and minorities are encouraged to apply.