



RISING SUN

CENTER FOR OPPORTUNITY

Job Description: Workforce Initiatives Manager, Climate Careers Central Valley

Job Summary

Rising Sun is hiring a full-time Workforce Initiatives Manager (WIM) to implement Climate Career's annual externship program and youth workforce development initiatives for current program participants and program alumni in the Central Valley region. Central Valley region encompasses San Joaquin, Stanislaus, Merced, Madera, Fresno, Tulare, Kings, and Kern counties.

In addition to providing job readiness training via our summer program and career pathways exposure via our externship program, the WIM will drive program strategy and planning to develop a pipeline to long-term, good quality careers within the green economy for our program participants and alumni in the future. Simultaneously, the WIM builds and sustains intentional and mutually beneficial partnerships with workforce partners, specifically within the green economy, that are aligned with Rising Sun's mission to provide opportunities and pathways to good quality careers for Climate Careers participants and alumni.

The Workforce Initiatives Manager will collaborate closely with the Climate Careers Bay Area Workforce Initiatives Manager counterpart to ensure all youth workforce development initiatives and externship program design and implementation is aligned in both of Climate Careers service regions. The WIM will also collaborate with all members of the Climate Careers team to accomplish the goals of the Climate Careers program. Collaboration will include regular strategy and deliverable tracking meetings, team-building activities, joint problem-solving sessions, resource sharing and support and consistent feedback loops.

Climate Careers uses a social enterprise model to combine home energy and water-saving services with youth development. Our no-cost 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 summer while growing personally and professionally, advancing on to paid externships in the fall with organizations doing climate-related work to increase their career exposure and experience.

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

To be considered for this position, you must have...

- A car, valid driver's license, and insurance
- The ability to work some flexible hours – occasional evenings and/or weekends
- Be able to work in-person and on-site across the Central Valley region when required
- Residency in Central California (Merced/Madera area is preferred) or the ability to move
- Be able to travel to and work onsite at Rising Sun's office in Oakland and/or Stockton as required or requested.

(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)

The Workforce Initiatives Manager is responsible for..

- Recruiting, interviewing, hiring, training, and supervising 3 seasonal youth development managers who supervise and mentor program participants via career development planning, employment barrier removal, and delivery of eco-literacy, financial literacy, and workforce development curriculum throughout the summer and fall externship programming.
- Recruiting, interviewing, hiring, training, and supervising 1 seasonal career pathways coordinator who will conduct community outreach at local events and classroom presentations in schools throughout the San Joaquin County to relay information on clean energy jobs and resources available through Rising Sun and Ava Community Energy.
- Conducting externship host recruitment campaigns to secure enough externship opportunities (44 placements in 2026) for youth program participants in the Central Valley region that reflect the externship program's green economy pathways framework, externship placement tier system, and enables the youth program participants to gain and strengthen professional and workforce skills.
- Oversee the completion of all workforce development initiatives and deliverables during the summer programming including youth's professional portfolios, individual development plans, supportive services and community referral process, eco-literacy knowledge acquisition, and externship interview day.
- Oversee the completion of all externship program objectives and deliverables including 100-140 projects hours, informational interviews, financial literacy knowledge acquisition, and externship final presentations.
- Cultivate and manage relationships with community organizations, local government entities, and employers within the green economy sector in the Central Valley. The focus is to secure externship host placements, continuously gather market intelligence on in-demand worker skills and training within the green economy industry, and establish employment pipelines and opportunities for Climate Careers current participants and alumni.
- Develop and implement an alumni engagement program model that aims to improve program alumni workforce outcomes and equity for populations with barriers to employment by identifying quality job opportunities within the green economy in the Central Valley
- In alignment with Central Valley alumni needs and interests, organize and host alumni events and design informational content to share via communication channels, such as monthly newsletters, social media accounts, and email blasts.

A successful Workforce Initiatives Manager..

- Demonstrates self-awareness in understanding their own culture, identity, biases, prejudices, power, privilege, and stereotypes.
- Able to reflect, act on, and learn from feedback regarding identity and equity.
- Understands how race, gender, socioeconomic status, and other identities intersect with economic and climate resilience disparities. Committed to dismantling and transforming systems and practices that perpetuate inequity.
- Has successfully managed (and enjoyed managing!) staff, interns, and/or volunteers
- Utilizes coaching and feedback to develop others, support conflict resolution, hold accountability, learn from mistakes, and motivate them to take action and meet goals.
- Has experience managing and implementing projects and/or programs centered around workforce development, youth development, and/or climate resilience.
- Thrives in a fast-paced environment with competing priorities that require a creative and

solution-oriented thinker with a knack for organization and streamlining teams. When faced with a challenge, you have multiple ideas on how to solve it.

- Has experience building and managing partner relationships with Central Valley Region communities (e.g. community-based organizations, local governments, employers, utilities, and/or other partners)
- Be enthusiastic to meet and engage with individuals to build authentic relationships/alliances with community organizations, local government entities, and employers, specifically within the green economy, by following through on commitments and providing clear information.
- Hold an overarching knowledge of the employment landscape in our Central Valley service region when it comes to industries with the most opportunities that align with our service populations
- Be knowledgeable about current best practices for resume design, interview technique, LinkedIn curation, etc.

It's a big PLUS if you also have...

- Experience in using labor market data to drive strategic and long-term workforce development program planning from start to finish
- Experience using Google Suite, Microsoft Office, Salesforce, Mailchimp, and Canva.
- Developed and delivered compelling presentations and information to different audiences with confidence (e.g. youth, partners, community members)
- The ability to speak multiple or an additional language other than English (Spanish, Hmong, Punjabi, Tagalog, Portuguese are preferred)

About Rising Sun

We're deeply rooted at the intersection of equity, climate, and good, sustainable careers.

In 1994, Rising Sun Center for Opportunity began as Rising Sun Energy Center in Santa Cruz, California. Much has changed as we've adapted and innovated to respond to the needs of our participants and communities, but today, we remain rooted in our origins, preparing people throughout the Bay Area and Central California who have been locked out of prosperity for good jobs and green pathways that offer economic equity and mobility while building a climate-resilient future for all.

[Learn more about who we are](#)

About Rising Sun's Culture...

We are mission-driven and work hard because we care about what we do. We are deeply committed to equity, inclusion, and antiracism, and are actively advancing on that journey, though we know the work is never done. We like working with each other and we like to make work fun. We're into continuous improvement, learning, transparency, and tough conversations. We practice appreciation and start each meeting with a team-builder, and it's not uncommon for staff to bring snacks to share that tell a story about who they are and where they come from. When we're at the office, there's usually at least one dog hanging around. We put people first, especially our program participants. 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 have an impact.

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

This is a permanent, full-time, exempt, salaried, and benefited position with an annual starting salary range of \$77,564-\$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% matching employer contribution after first year
- \$100,000 Life Insurance Policy
- 17 PTO days/year (increases each year until year 10)
- 18 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.
- 40% pay from Rising Sun for 12 weeks of parental leave to supplement California's state disability leave and paid family leave payments
- 8 weeks of paid sabbatical after year 7
- Annual professional development budget
- Financial advising through Stonebridge Financial Group
- Access to mental health services and resources through Spring Health

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. Equal Opportunity Employer/Affirmative Action; Women and individuals who are Black, Indigenous, and/or people of color are encouraged to apply.