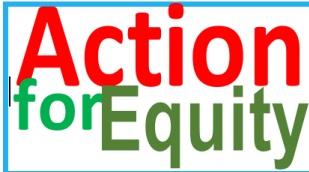


JOB POSTING



Action for Equity
420 Washington St., Dorchester, MA 02124
www.action4equity.org

Director—Green Equity Partnership

The new Green Equity Partnership is an **incumbent/employed worker training** project targeting critical **building decarbonization** skills for **Black and BIPOC workers**, funded by Massachusetts Clean Energy Center.

We have **just started our first cycle**, including entry HVAC and HERS Rater training.

Classes are evenings and possibly weekends, outside of work hours—about 8 hours per week.

The ideal candidate will be able to **both administer this innovative program and provide educational leadership for adult learning** for continuing program improvement.

We are looking for a **workforce development expert with experience with Black and BIPOC residents and communities**.

TO APPLY, please provide a resume and short cover letter sharing your workforce development and education experience with Black and BIPOC residents and communities and your interest in helping to lead this transformative intervention.

SEND TO: Tarshia Green-Williams, tarshia@action4equity.org

The **Green Equity Partnership (GEP)**, led by Action for Equity, is an incumbent worker training and advancement project serving new hires and experienced workers needing green upskilling with a focus on inclusion, meeting the needs of multiple employers and their employees, and deep skill acquisition. **The GEP is a pilot demonstration project intended to build a foundation for a continuing partnership.**

At this time, we are focusing on inclusion of Black and BIPOC residents and employers in the growing building decarbonization economy. **Please see the attached project description and program specifications for more details.**

While the program scale is small at this time, it is intended to create a foundation for a continuing partnership. We are committed to testing and improving on best practices for Black and other excluded workers and demonstrating the most effective pedagogy for BIPOC adults.

We are looking for a Director who will play a leading role in the success of the project, including developing the practices that are most effective. The Director will report to Tarshia Green-Williams, Action for Equity's Deputy Director.

Background on the work leading to the Green Equity Partnership

Since 2012, Action for Equity and our network of community partners have led the way responding to the structural racial exclusion intentionally built into today's labor market. From winning quality and access requirements at Encore/Massachusetts Gaming Commission, to piloting our Community Pipeline that fills labor market gaps in communities of color, to demanding civic policies that create intentional inclusion, we have played a role in Black and other BIPOC residents accessing quality jobs.

We have documented that residents with work experience, transferable skills and credentials are excluded from quality opportunities. We have identified specific positions with transferable skills that need on-ramps to specific quality opportunities.

Now, as growth of quality climate jobs is on the horizon, Black and other BIPOC leaders need to drive the expansion of these pilots and policies so our communities are not excluded again.

Co-Director Responsibilities:

- Overall program management and administration
- Co-ordinate with Deputy Director and Start-up Administrator
- Network and Black best practice implementation
- Fundraising and funder relations
- Retention counselor duties until role is hired, and then training and supervision
- Lead continuing Community Pipeline for GEP, Encore and other opportunities
- Program evaluation: define and collect data that is needed
- With co-director, staff the Advisory Committee
- Supervision and management of contracted instructors to create an integrated program
- Coordination with training institutions so they are part of oversight of their instructors
- Recruitment: employers, workers for upcoming cycles
- Provide some foundation skill training (math, excel, communication, etc.) as capacity allows

Co-Director Competencies

- Trusted point of view of Black experience, access, assessment of transferable skills, equity at work, commitment to listening, respect
- Instructor supervision and management
- Excitement at being in on doing this as well as possible
- Program design, development, and evaluation
- Workforce systems knowledge: assessments, program evaluation, fundraising, certification of apprenticeships
- Program management systems
- Contract management including financial and program reporting and management of contractors

Pay, benefits, conditions:

- Full-time: \$65,000 to \$75,000 depending on experience. Benefits, paid vacation. Average 37.5 hour work week. Evening work and some weekend work are required.
- **Want to be part of shaping a more equitable future?** Send an email with resume and cover letter to Tarshia Green-Williams, tarshia@action4equity.org