



## Summary

- Title: Associate, Community Engagement
- Hours: Full-time, exempt
- Compensation: \$52,500 - \$57,500/annually
- Benefits: 100% employer-paid medical, dental, and vision insurance premiums; generous employer 401(k) contribution; liberal PTO; flexible work environment; annual professional development stipend
- Location: Remote OR onsite in Arlington, VA

## Background

### *About Restore America's Estuaries*

[Restore America's Estuaries](#) (RAE) is a national alliance of 10 coastal conservation groups dedicated to restoring and preserving America's estuaries and coasts. RAE is a powerful voice for coastal habitat restoration in the nation's capital.

RAE and its member organizations restore coastal habitats nationwide. We have unmatched national reach and effectiveness; our local projects restore coastal wetlands, open fish passages, remove invasive species, build living shorelines, transplant seagrasses, replant salt marshes, and restore shellfish habitat.

As the leader of a national alliance, we provide a unified voice for coastal conservation in Washington D.C. and advance the science and practice of habitat restoration through on-the-ground projects, groundbreaking science, high-level meetings, and our biennial [RAE Coastal and Estuarine Summit](#).

### *RAE's Perspective on Community Engagement and DEI*

In 2019, Restore America's Estuaries updated its strategic plan to include a new core pillar explicitly focused on the need to change and expand how estuary and coastal conservation is practiced: *We aim to engage a broader, more inclusive community to increase the scale of our efforts and achieve big wins that lead to healthy and resilient bays and estuaries.*

To achieve this vision, RAE launched the [Inclusive Coasts Initiative](#) (ICI), with the help of the National Science Foundation and other donors, to improve diversity, equity, inclusion, and justice (DEIJ) in grantmaking, project design, and implementation in the coastal sector. In RAE's work as a grant facilitator, stakeholder convener, and project implementer, we have become acutely aware of the benefit of DEIJ-focused approaches to coastal restoration. Likewise, other organizations in the coastal conservation community have expressed the urgent need for a greater DEIJ emphasis in grantmaking and project implementation. As one of the leading organizations in estuary protection and restoration, RAE believes it can play a part in addressing these issues and is an effort RAE is well suited to undertake.

RAE has a long-standing Webinar series that has largely focused on living shorelines, blue carbon, and habitat restoration; weaved into the narrative of this work, we have increasingly profiled diverse voices, approaches, and just application of coastal restoration practices. We also offer scholarships to our events to promote inclusivity of underrepresented individuals, encourage diverse and just applications within our competitive grant programs, and aim to educate our sector on the critical relationship between DEIJ and coastal restoration.



## Role Description

This position will primarily support RAE's Community Engagement goals (70%) but may also assist other projects within the organization (30%). Examples of duties include:

### Community Engagement (70%)

- Facilitate ICI Workshops throughout the year.
  - Manage the Inclusive Coasts Initiative Working Group; design and facilitate meetings; create presentations and workshop materials; summarize and promote best practices
  - Work with the Senior Advisor for the Inclusive Coasts Initiative to develop and execute strategies that build collaborative partnerships and advance thought leadership
- Lead DEI activities within RAE's various workstreams.
  - Conduct outreach and stakeholder needs assessments; review proposals; oversee event scholarship programs
  - Research and document trends in the sector, particularly how they may impact coastal restoration
- Serve as RAE's representative on external DEI activities.
  - Attend meetings and advocate for improved practices in the sector; create talking points for RAE staff; assist with communications

### Other Opportunities (30%)

- RAE is a dynamic organization and appreciates the entrepreneurship and collaboration of staff. Additional responsibilities will be developed based on candidate's experience, career goals and RAE staffing needs. Other areas may include supporting conferences, managing grant programs, developing new strategic projects, supporting the science and practices of nature-based solutions like living shorelines and blue carbon, working on national policy, or developing communication pieces.

## Qualifications

- At least three to five years' experience working in diversity, equity, inclusion, and justice, ideally in coastal communities (from urban harbors to coastal wetlands).
- Strong interest in community engagement and capacity building, as demonstrated through work, volunteering, internships, etc.
- Experience working with or in historically underrepresented or marginalized communities; urban communities or immigrant communities particularly valued.
- Ability to seamlessly move between working autonomously and in a highly collaborative environment.
- Ability to present complex and at times sensitive information in a variety of accessible formats.
- Willingness to change focus and support additional projects as they arise.
- Comfortable occasionally traveling within the U.S.
- Ability to speak and write languages in addition to English strongly preferred.
- Must have permission to work in the U.S. without a work authorization.

## Application Instructions

Please send a cover letter and resume to [Nicole Lekus](#), RAE's Operations Manager, by April 15, 2022. RAE is an Equal Opportunity Employer; women, minorities, and individuals with differing abilities are particularly encouraged to apply. If you meet more than 75% of the qualifications of this description, we encourage you to submit an application. Candidates selected for an interview will be notified via email by April 19, 2021.