



Senior Director of Climate and Energy Initiatives

The National Association for Latino Community Asset Builders (NALCAB) is a national membership organization representing 200+ nonprofits that serve diverse Latino communities in 46 states, Washington, DC and Puerto Rico. With offices in San Antonio, TX and DC, we are a grant maker and US Treasury-certified Community Development Financial Institution (CDFI). We support our members through training, funding, policy advocacy and resources to amplify the impact of their programs and services. Working together, the NALCAB network is able to affect real change.

NALCAB Network members invest in their communities by building affordable housing, addressing gentrification, supporting small business growth, and providing financial counseling on issues including credit building and homeownership.

Our mission: NALCAB strengthens the economy by advancing economic mobility in Latino communities.

Summary:

Under the direct supervision of NALCAB's Executive Vice President & COO, the Senior Director of Climate and Energy Initiatives will lead NALCAB's national partnerships and programming related climate and green energy initiatives. This position will identify and prioritize investments in climate action and adaptation and contribute to the development of policies and programs to achieve climate and social equity goals. The successful candidate will demonstrate excellence by being detail-oriented, strategic thinker, possessing good communication and organizational skills. The ideal candidate will also have experience with managing grant deliverables, data collection and reporting.

Essential Duties and Responsibilities:

- Develop and lead NALCAB's focus on national climate initiatives, including the integration of economic asset building and climate finance, and environmental justice.
- Equitable policy and strategy development related to infrastructure delivery.
- Direct the implementation of new climate policies and programs.
- Experience presenting professional work at meetings, workshops, and conferences.
- Developing content, interacting with external members and partners, and taking the lead on multiple parallel projects.
- Drive to find strategic solutions that help deliver net zero emissions and build climate resilience.
- Exhibit cultural relevancy and ability to work in culturally and ethnically diverse



environments.

- Other duties as assigned.

Qualifications:

- Bachelor's degree in Public Policy, Urban Planning, Environmental or Urban Economics, or related fields.
- 5+ years supervisory or program management experience in community-oriented, environmental and climate initiatives.
- 5+ years' experience working in community development, with an emphasis on environmental justice.
- Experience with lending, including green financing and green related affordable housing projects.
- Experience with federal environmental and climate grant programs.
- Strong research and analytical skills and knowledge of outcomes.
- Proven project management experience and excellent communication skills.
- Ability to work in a fast-paced environment, meet short deadlines and work under pressure.
- Ability to establish and maintain effective working relationships with co-workers, NALCAB management, members, outside agencies and contract service providers.

Preferred Qualifications:

- Master's degree from an accredited university in Urban Planning, Public Policy, Economics, or a related field.
- Bilingual (English, Spanish).
- Experience working closely and collaboratively with many disciplines, including all aspects of urban planning, urban design, and architecture to urban infrastructure practice areas including transportation, water, environment, and energy.
- Experience leading quantitative and qualitative analysis related to sustainability, resilience, equity, public health, public finance, and/or economic and community development.

Position Type:

Full-Time

Compensation:

\$99,000 - \$123,000 Commensurate with experience.

*Washington DC, salary has a 26% pay differential.

Full-time Benefits & Organizational Culture

NALCAB offers a wide range of benefits including Health/Dental/Vision insurance, employer paid group life and accident insurance, 401K and reimbursement for tuition and professional development.



Location of Employment:

NALCAB has instituted a flexible hybrid schedule that allows for a remote work schedule along with required days at the office. NALCAB's main office is located at 5404 Wurzbach Rd. San Antonio, TX 78238. Additionally, NALCAB's office in Washington, DC is located at 910 17th NW St. Suite 820 Washington DC, 20006.

Work Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential function of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

To Apply:

Please submit resume, letter of interest and work samples to: jobs@nalcab.org

Please add Senior Director of Climate and Energy Initiatives in the subject line

EEO Statement

NALCAB is committed to providing an environment of mutual respect where equal employment opportunities are available to all applicants and staff without regard to race, color, religion, sex, pregnancy, national origin, age, physical and mental disability, marital status, sexual orientation, gender identity, gender expression, military and veteran status, and any other characteristic protected by applicable law.