

THIS! Is What We Did Program Manager

A full-time, permanent position

Looking to help save the planet? Join us at **THIS! Is What We Did (THIS!)**.

We at **This!** are committed to fighting to stop the devastation fossil fuels have on our planet. We educate and engage people to join the climate change movement and thereby be able to answer the Ultimate Question our descendants will surely ask: "What did you do to fight climate change?" with **THIS! Is What We Did**.

The Job

Lyrissa Barnett Lidsky said, "There is no pleasure on earth like the pleasure of working on a great team." **THIS! Is What We Did (THIS!)** is seeking a motivated, hard-working and talented individual to join our team and help make it better.

We seek someone with a teachable spirit to manage programs and campaigns, organize our online presence (including web site and social media efforts), routinize operations for the organization, and complete other important tasks.

This person will be our first hired employee. We seek someone who can work independently as well as effectively with volunteers, help grow the organization and who sees our situation as an open field for growth in impact to save the habitability of the only planet we have.

Among the programs this person will help manage, promote and/or contribute to:

- **Move Your Money Initiative.** **This!** provides coaching to individuals, and multi-week educational sessions to groups who want to work together to divest from climate-bad banks (Chase, Citibank, Wells Fargo & Bank of America being the worst financers of planetary destruction). On December 12, 2021, **THIS!** ran a full-page ad in the San Jose Mercury News (and two other Bay Area News Group papers) identifying 99 individuals who divested from climate-bad banks and the banks they left.
- Explore development of a new program called "**Generations United**" to organize young people (approximately of high school through college age) to encourage their parents and grandparents to divest from climate-bad banks.
- **Climate Conversations Corps.** **THIS!** offers 3-week classes in "Effective Climate Communications" (ECC) on a regular basis. Individuals who complete ECC classes are eligible to join our Climate Conversations Corps (CCC). The CCC meets monthly to provide support and professional development to individuals who want to develop their

skill in effectively communicating about climate change and make a commitment to do so on an ongoing basis. As climate scientist Katherine Hayhoe says, "Action begins with conversation."

- Explore development of a new effort to get fossil fuel money out of politics called the **Political Poison Initiative**.
- **THIS! Newsletter**. We have more than 500 people on our mailing list and want to grow that number as well as make the now-occasional Newsletter a monthly offering.

About THIS! Is What We Did (THIS!)

THIS! is a 1-year-old national nonprofit fighting climate change and allowing us to proudly and humbly answer the Ultimate Question: "What did you do to fight climate change?" with **THIS! Is What We Did**.

Our mission statement:

To help grow a movement strong enough to break the power of the fossil fuel industry and stimulate the effective, drastic action needed to spur climate justice and give future generations a chance for a decent life through

1. a powerful educational experience
2. a welcoming community
3. easy-access on-ramps to effective action

In particular, we see people 50 years and older as an untapped resource to fight climate change.

Learn more about **THIS! Is What We Did** here: <https://thisiswhatwedid.org/>

We highly encourage potential applicants to take the Climate Change Literacy Quiz: <https://thisiswhatwedid.org/climate-change-literacy-quiz/>.

Responsibilities

Note: Although we specify what we are looking for, we may miss other attributes and skills that you have that could make you a great fit. Research has shown that women and individuals who are not part of the dominant culture tend to apply if they can check 100% of every box, versus men who often apply if they hit roughly 60%. So, it doesn't hurt to take a chance and apply! As hockey Hall-of-Famer Wayne Gretzky said, "You miss 100% of the shots you don't take."

- Help manage existing **THIS!** programs and campaigns
- Promote, market and help grow **THIS!** programs such as the Climate Conversations Corps and the Move-Your-Money Initiative
- Explore new program opportunities to grow **THIS!**'s impact and effectiveness such as Generations United and the Political Poison Initiative

- Explore ways to help grow the greater movement to fight climate change including collaborating with other climate-change-fighting organizations
- Secure speaking engagements for **THIS!** CEO Jim Thompson
- Plan and implement a social media campaign to promote **THIS!** programs & campaigns
- Evaluate programs and campaign effectiveness through analytics
- Organize **THIS!** classes & other meetings such as the Climate Conversations Corps
- Coordinate organization communications and the monthly Newsletter
- Help keep in touch with **THIS!** constituents
- Provide technical support for our website
- Other administrative tasks as required such as database management

Desired Capabilities

(Note: We seek capability not credentials. We aim to hire someone who can do the job.)

- A deep commitment to the fight to save our only planet
- A Teachable Spirit with a determination to learn, improve and grow
- Excellent project management and organizational skills
- 3+ years of relevant experience in social justice efforts
- Excellent written and oral communication skills
- Database management ability, familiarity with social media and analytics
- Ability to work on a collaborative platform like Slack
- Ability to work well with a variety of people and recharge their and your own emotional batteries
- Sensitivity to issues affecting people who have been harmed or threatened by living in sacrifice zones (<https://thisiswhatwedid.org/racial-environmental-justice-sacrifice-zones/>)
- Ability to take initiative, work independently and get things done
- Attention to detail.

Position Logistics

- Full-time, permanent position
- The person filling this position will work from home and report to **THIS!** Founder/CEO Jim Thompson (<https://thisiswhatwedid.org/leadership/>)
- Compensation is \$60,000 per year & includes holidays and 2 weeks paid time off annually
- Preference for someone living in or near the San Francisco Bay Area

Applications Due

- February 25, 2022

Please apply by sending your resume with an email explaining your background, why you are interested in the position and why you would be a outstanding candidate to fill the Program Manager position to info@thisiswhatwedid.org. We encourage individuals who identify as Black, Indigenous, or a Person of Color to apply. Members of the LGBTQ+ community, and members of additional historically disenfranchised groups are also welcome and encouraged to apply. Direct questions to info@thisiswhatwedid.org.