



Job Announcement

Environmental Education Fellow and Public Outreach Fellow

Deadline: Monday, February 20, 2023 at 4 p.m.

Overview

RethinkWaste, also known as the South Bayside Waste Management Authority (SBWMA), is recruiting for one **(1) full-time Environmental Education Fellow** and one **(1) full-time Public Outreach Fellow** position.

Desired applicants are enthusiastic, passionate individuals with demonstrated collaborative team skills and strong communications experience. The Environmental Education Fellow will serve on the Environmental Education Team and report to the RethinkWaste Environmental Education Manager. The Public Outreach Fellow will serve on the Public Outreach and Compliance Team and report to the Recycling and Compliance Program Manager.

Fellow positions are for an initial duration of one year. By mutual agreement, the position term may be extended for up to two additional years, for a total of three years from date of hire. Possible term extension is contingent upon budgetary conditions and demonstrated competence and professionalism in the first year of employment. Job appointments are at-will employees.

The agency created the fellowship program in 2017 to provide a meaningful environmental career path to interested individuals, as well as offering supplemental support for our well-respected, public-facing programs. Fellowship program alumni have gained marketable job skills and relevant work experience, built strong industry networks, and many have ascended to high-quality professional-level jobs to continue their desired career path trajectory. The agency is extremely proud of the inspiring individuals that have participated in the program.

Position Descriptions

Both Fellow positions are expected to work in the following programmatic areas. Other duties and tasks may be assigned outside of these areas as needed.

1. **Environmental Education Programs at Shoreway:** Support RethinkWaste's environmental education programs at the Shoreway Environmental Education Center in San Carlos and community outreach programs throughout the RethinkWaste service area. Fellows frequently lead recycling and transfer station facility tours, often geared toward elementary school students as well as the general public. Virtual and in-person tours are currently offered.
2. **Public Events and Special Projects:** Assist agency staff with the planning, implementation, and evaluation of public events, such as *Earth Day* in the Spring, *Rethink Recycling Days* in the Fall, and with various special projects, creation of social media content, and outreach initiatives.

3. Support Public Outreach and Compliance and/or Environmental Education Team programs as needed. Tasks may include, but are not limited to, participation in waste audits and door hanging outreach, lunch bin monitoring at schools, and preparation for student art contests related to waste.

The **Environmental Education Fellow** position will focus on the RethinkWaste In-Schools Program.

1. **Technical Assistance to Schools:** Provide on-site waste reduction, recycling, composting, and related technical assistance to schools. Examples of this assistance include site assessments, stakeholder engagement, staff and custodial training, student education and classroom presentations, development of learning resources, equipment delivery and installation, performance monitoring, and progress reporting. The agency's current work concentrates on public elementary schools. Virtual and in-person services are currently offered.

The **Public Outreach Fellow** position will focus on implementation of California Senate Bill (SB) 1383.

1. **SB 1383 Compliance:** SB 1383 is a statewide effort to reduce emissions of short-lived climate pollutants (SLCP) by reducing organic waste disposal to 75% by 2025. Starting in 2022, California residents and businesses are required to recycle compostable material rather than disposing it in the landfill to reduce harmful greenhouse gas emissions. This Fellow position will support the development and execution of SB 1383 mandated outreach and education and recordkeeping for the agency on behalf of its member agencies. Examples of work may include creation, development, and/or distribution of outreach materials/content, assistance with recordkeeping and data requests, responding to email/voice mail questions, public employee training, and collaboration with Member Agencies and partners.

Experience and Qualifications

Any combination of experience, training and education that provides the required knowledge, skills, and abilities would be qualifying. This work requires a successful background check and possession of a valid driver's license.

A typical way to obtain the necessary level of knowledge, skills, and abilities would be:

Education

Bachelor's degree from an accredited college or university in science or social science, communications, marketing, public policy, government, or environmental studies/science.

Experience

Formal or non-formal teaching experience, especially regarding environmental topics with grade-school students and/or adults. Volunteer or paid experience with topics related to environmental sustainability, climate change, and/or zero waste. Proven experience in establishing and maintaining effective working relationships and providing direct, high-quality service to people from diverse racial, ethnic, and socioeconomic backgrounds.

Ability

Ability to communicate and engage with school-aged children and members of the community. Strong communication and customer service skills – both written and oral. Ability to work independently, self-manage multiple tasks in a punctual manner, and complete assignments at a high professional level of quality. Aptitude for learning new skills and supporting team goals. Ability to work in settings with loud sounds, dust, and variable weather conditions. Must be able to lift 50 pounds and stand or walk up to 75% of the time. Occasional weekend hours required. Selected candidates must be able to provide own means of transportation.

Desired Qualifications

Basic knowledge of environmental principles and issues.
Bilingual Spanish or Chinese language skills.

Word processing, spreadsheet, and/or PowerPoint development proficiency.
Interest in learning and applying diversity, equity, and inclusion principles in approach to agency and community work.

Compensation/Benefits

- One Pay Range: **\$25.28 to \$25.28**
- Reimbursement for mileage at IRS rates (Current rate as of January 2023: 65.5 cents/mile)
- Paid Agency holidays (10)
- Paid sick leave: 3 days/year
- Paid retirement benefit with an agency match
- Medical, Dental, and Vision insurance
- Insurance plan options for Life, Accidental Death & Disability, and Long-term Disability
- Up to 3 days of paid leave annually, at Executive Director's discretion

COVID-19 Update

Fellow positions are based in San Carlos at the RethinkWaste administrative offices/Shoreway facility. RethinkWaste staff currently operates on a hybrid schedule with staff working in-person and teleworking. Staff plans to continue staggered in-office/remote shifts, but this is subject to change.

About RethinkWaste

RethinkWaste is a joint powers authority of eleven public agencies (Belmont, Burlingame, East Palo Alto, Foster City, Hillsborough, Menlo Park, Redwood City, San Carlos, San Mateo, the County of San Mateo, and the West Bay Sanitary District) in San Mateo County. RethinkWaste serves approximately 428,000 residents and businesses in these communities. RethinkWaste receives all the recyclables, organic materials, and solid waste collected in the RethinkWaste service area, provides waste reduction and recycling education and outreach, and is involved in various cutting-edge environmental policy initiatives. For more information about our Agency, see [RethinkWaste.org](https://www.rethinkwaste.org).

Selection Procedure

Interested candidates must submit a cover letter and resume via mail or email **by 4 p.m. on Monday, February 20 to:**

RethinkWaste

610 Elm Street, Suite 202

San Carlos, CA 94070

rethinker@rethinkwaste.org

Note: Candidates must clearly specify which position(s) they are applying for in submission (Environmental Education Fellow and/or Public Outreach Fellow).

Finalists will be invited to a virtual panel interview, anticipated to be held late February/early March.

RethinkWaste is an equal opportunity employer. We deeply value the diversity of our member agencies, which include a broad range of cultural heritages, socioeconomic backgrounds, genders, abilities, and orientations. Agency staff represents the community we serve and encourage candidates from varied backgrounds to apply.

Thank you for considering joining the RethinkWaste team!