



CLIMATE CHANGE OFFICER



ABOUT THE POSITION

Major duties and responsibilities:

- Lead the County's efforts to implement systemic climate solutions
- Coordinate an inter-departmental climate team to attain County's climate commitments
- Provide vision to ensure development and management of innovative and effective climate strategies
- Promote and facilitate collaboration across County departments
- Ensure racial equity and social justice considerations are centered in climate actions
- Establish and maintain effective climate governance structures
- Analyze proposed climate legislation and make recommendations regarding climate change policies

Join the MCG Team — You're going to *love it* here!

THE IDEAL CANDIDATE

If you are interested in making a real difference on climate change, this is the position for you!

The Climate Change Officer will possess a comprehensive understanding of a range of climate change and environmental sustainability issues. The ideal candidate will be adept at establishing strong working relationships with high ranking legislative and executive officials within local government, community members, and representatives from the private sector and community organizations, in order to address the impacts of climate change, prioritize those members of our community who are most vulnerable to the impacts of climate change and identify opportunities to enhance racial equity, improve our quality of life, and reduce emissions.

The candidate must be able to present complex and technical information in appropriate forms for a wide range of internal and external audiences, and must also possess environmental and economic literacy, management acumen, knowledge of compliance and enterprise risk management, and be skillful at decision-making, strategic planning, enterprise risk mitigation, strategic execution, governance, change management, stakeholder engagement and relationship building. They will readily grasp the political landscape in order to promote the County's climate change priorities. Excellent communication skills are required to effectively represent, justify and defend controversial positions, climate change objectives, and negotiate suitable compromises with stakeholders.

As a transformational leader, the incumbent will continually promote the integration and implementation of the County's mission, vision, policies, long-term strategic goals and objectives, values and priorities. The work of directing climate change is essential to the mission of the County Government and affects all residents in the County.



THE POSITION

The Climate Change Officer will serve as the conduit and facilitator for leading the achievement of the County's community-wide climate goals through coordination and collaboration with County departments and external partners on climate change planning, implementation and management of organizational initiatives and programs. This role is integral in defining an infrastructure that fosters creativity, cross-departmental collaboration,

and innovation in the implementation of systemic climate solutions including development and execution of climate-related strategies and initiatives as well as establishing and maintaining governance structures. This job will coordinate the implementation of the actions identified in the County's strategic Climate Action Plan to cut greenhouse gas (GHG) emissions by 80 percent by 2027 and by 100 percent by 2035. The Climate Action Plan is available at:

<https://www.montgomerycountymd.gov/climate/>

The successful candidate will have the following experience, knowledge, and skills:

- Extensive knowledge and experience in climate change mitigation and adaptation, sustainable development, asset management and project management within the context of municipal government or other large, complex organization.
- Experience developing governance structures to ensure that climate change efforts result in measurable outcomes.
- Strong technical writing skills, writing and editing reports, legislation and policies.
- Excellent oral and written communication skills with ability to persuade, influence and motivate others toward a common goal.
- Strong decision-making skills and ability to clearly and concisely communicate those decisions.
- Strong social intelligence and interpersonal awareness that can maintain strong and effective working relationships with other governmental agencies, private organizations, and the public.

OFFICE OF THE COUNTY EXECUTIVE

The Office of the County Executive (CEX) provides political leadership to the community, through County Executive Marc Elrich and his staff, and administrative direction to the County's executive branch departments under the supervision of the Chief Administrative Officer. To learn more about CEX, visit <https://montgomerycountymd.gov/exec/index.html>.

EDUCATION / EXPERIENCE

Experience: Seven years of progressively responsible professional experience with demonstrated success in the leadership and administration of climate changes, policy analysis and development or planning and execution of strategies and initiatives for large organizations, three (3) years of which were in a supervisory or executive capacity. The term "executive" is further defined as a high echelon or high level position in an organization that is assigned technical research, management advisory services responsibilities, or policy-making duties and responsibilities that exerts considerable influence on organizational policy, plans, and operations through technical research, management advisory services, and/or policy.

Education: A bachelor's degree from an accredited college or university.

Equivalency: An equivalent combination of education and experience may be substituted.

COMPENSATION / BENEFITS

Effective June 18, 2023, the salary range for this position is \$99,584.00 to \$175,973.00, depending upon the background and qualifications of the successful candidate. Montgomery County has an exceptional compensation package including pay for performance, medical, dental, life insurance, long-term disability, flexible spending account, defined contribution retirement plan, deferred compensation plan, vacation, sick leave, wellness program and other highly competitive benefits. The working conditions are outstanding, and the locale is ideal.

HOW TO APPLY

To apply, visit www.work4mcg.com and click the "Search for Jobs at MCG" button. Under the Search Jobs tab, enter IRC58042 in the keyword box. You can also [click here](#) to view the position ad. Submit your resume and cover letter as one complete package. This recruitment is opened until filled.

For more information, please email the Office of Human Resources at OHR@montgomerycountymd.gov.

SELECTION PROCESS

Candidates who meet the minimum qualifications will be selected for interviews based on the following preferred criteria:

1. **Strategic execution is one of the most important competencies for our Climate Change Officer to possess. This includes supporting the County's organizational climate change, engaging stakeholders, being actively involved in policy efforts beyond the walls of the organization and maintaining external partnerships.**
2. **Foundational knowledge and skills including climate science literacy, environmental and economic literacy, and knowledge of the policy landscape are critical to the success of this position.**
3. **Strategic communication, planning, and effective outreach are required for the County's climate change action plan and goals to be successful.**



Buildings



Carbon Sequestration



Clean Energy



Climate Adaptation



Climate Governance



Engagement & Education



Racial Equity



Transportation

COUNTY GOVERNMENT

Montgomery County Government (MCG) is composed of the Executive and Legislative branches. The Executive Branch implements and enforces Montgomery County's laws and provides executive direction to the government. Its chief executive officer is the County Executive. There are over 30 executive branch departments and agencies that help deliver services to more than one million county residents. Montgomery County is proud of the services it offers. The County Council members and the County Executive serve four-year terms.



THE COMMUNITY

Montgomery County, located adjacent to Washington, DC, has over one million residents and is one of Maryland's most populous and affluent counties. The County is also the most diverse in the State and ranks among the top ten most diverse counties in the nation.

Many families seeking a high quality of life and excellent schools are attracted to the County for its employment offerings, livable neighborhoods, safe communities, inclusion, and diversity. With a variety of cities, towns, and urban districts, Montgomery County's communities include Bethesda, Chevy Chase, Gaithersburg, Germantown, Rockville (the County seat), and Silver Spring. Montgomery County is home to many major U.S. government offices, scientific research and learning centers, and business campuses.

The County's workforce is one of the most educated in the nation, with the most advanced degrees per capita of any jurisdiction with one million residents or more. Higher education is further exemplified within the County by Johns Hopkins University's Montgomery County Campus, Montgomery College, and the University of Maryland Global Campus – creating a thriving center for advanced educational opportunities. Advanced medical centers include Howard Hughes Medical Institute and the National Institutes of Health.

The County's public school district is the largest in Maryland and in the top 20 largest school districts nationwide. Its 210 schools, including 42 national Blue Ribbon Schools, serve over 160,000 students.

Montgomery County Government is an equal opportunity employer, committed to workforce diversity. Accordingly, as it relates to employment opportunities, the County will provide reasonable accommodations to applicants with disabilities, in accordance with the law.

Why MCG?

Montgomery County is a leader in technological solutions and advancement in both Maryland and the U.S. being named the top Digital County by the Center for Digital Government, designated as a Tech Savvy County by the Public Technology Institute and winning numerous awards for providing customized services, reporting solutions and communication system implementations benefitting over 1.05 million County residents.

Montgomery County has a strong tradition of prudent fiscal management:

- Montgomery County holds the highest bond rating from each of the three major credit rating agencies.
- The County has a mandatory balanced budget and develops a six-year financial plan as part of its annual operating budget development process.
- In May 2022, the County Council approved the Montgomery County FY23 Operating Budget (including debt service, the school district, and community college) for \$6.3 billion and a Capital Improvement Program budget of \$5.3 billion for FY2023-28.



VISION: A More Equitable and Inclusive Montgomery County

Montgomery County Executive Marc Elrich has outlined a vision for the future:

- Thriving Youth and Families
- A Growing Economy
- A Greener County
- Easier Commutes
- A More Affordable and Welcoming County
- Safe Neighborhoods
- Effective, Sustainable Government

