The California Ocean Protection Council (OPC) works to ensure healthy, resilient, productive coastal and ocean ecosystems in California for current and future generations. We achieve this by advancing innovative, science-based policy and management, making strategic investments, and catalyzing action through partnerships and collaboration. Our priorities include: safeguarding coastal and marine ecosystems and communities in the face of climate change; advancing equity across ocean and coastal policies and actions; enhancing coastal and marine biodiversity; and improving ocean health through a blue economy.

As a Cabinet-level state policy body nested within the California Natural Resources Agency, OPC advances the Governor’s priorities for coastal and ocean policy and works broadly to protect the coast and ocean in California. The seven-member Council is chaired by the Secretary for Natural Resources and includes the Secretary for Environmental Protection, the Chair of the State Lands Commission, two public members, and two members of the Legislature. OPC is led by an Executive Director who also serves as the Deputy Secretary for Ocean and Coastal Policy for the California Natural Resources Agency.

Position Description

- Influence policy and lead collaborations that cascade across the CA Natural Resource Agency
- Participate in cross-cutting state, regional and international initiatives
- Work with dedicated, passionate staff
- Obtain experience working at the intersection of science, policy, and management

Potential Projects

Specific examples of the types of projects a summer intern might work on include:
- Advancing priorities in OPC’s 2020 – 2025 Strategic Plan to Protect California’s Coast and Ocean related to climate change, equity, biodiversity, equity, and the sustainable blue economy.
- Reviewing grant proposals for projects that support OPC’s programmatic priorities
- Monitoring and analyzing state and federal legislation affecting ocean and coastal policy
- Please visit the OPC website to see current strategic priorities and focal areas where potential projects are possible.
California Ocean Protection Council

**Desired Qualities, Skills and Abilities**

- Strong communication, interpersonal and leadership skills
- Ability to think critically and develop innovative ideas
- Ability to manage multiple projects with tight deadlines
- Ability to understand and translate science for diverse audiences
- Ability to work effectively in a team and independently

**Logistics**

- Location for this opportunity can be flexible. Currently, OPC staff are in office 2 days per month. The EPIC fellow may choose to participate in this opportunity fully in-person or hybrid (at the CNRA Office Building in Sacramento, CA) or fully remote.
- EPIC fellows have the option to work full-time (35+ hours per week) for 10 weeks (stipend: $7,500–$9,000, depending on financial need) or 12 weeks (stipend: $9,000–$10,500, depending on financial need) over the summer.
About
The State Water Board’s mission is to preserve, enhance, and restore the quality of California’s water resources and drinking water for the protection of the environment, public health, and all beneficial uses, and to ensure proper water resource allocation and efficient use, for the benefit of present and future generations.

The Office of Information Management and Analysis was established in 2008 to serve as an advocate for data management, a bridge between data collectors and users, as well as, provide transparency of the Water Board’s information management infrastructure. Our goal at OIMA is to collaborate monitoring efforts, accurately analyze data, make our data easily accessible, and create visualizations and reports that make data understandable across all audiences.

Position Description
The OIMA charge provides many candidate projects related to turning water data into useful information. When recruiting new fellows and interns in our office we try to match the skills, interests and focus of the people with our candidate projects. One candidate project area would be to focus on one (or more) of the common “tests” for drinking water and designing storytelling projects around the data ecosystem(s) needed to inform on safety, reliability, and affordability. An example project in the “affordable” space would be to help wrangle water rates data as well as the secondary datasets that could inform conversations about affordability.

Another thematic area of potential work is the intersection of water resource management and racial equity, tribal data, and public health, working with a new, statewide team of data scientists in public service trying to develop new data tools. The successful candidate intern working in OIMA could do data science work, host workshops where "competing" ideas get discussed and inform the regulatory and policy world with visualizations and data stories.

Finally, there are several thematic areas that are encompassed within the California Water Quality Monitoring Council workgroups and turning the data collected by programs throughout California including but not limited to those led by the Water Boards. Projects continue to evolve and OIMA is confident we can find a project that will suit candidate interests and skillsets with some part of the Water Boards.
Potential Projects
We have had fellows help with the following general types of activities: (1) Explore how to improve geospatial data related to public water systems (2) Prototype an Indigenous Language Isolation Data tool, (3) Aid in the development of web services (e.g., application program interfaces (APIs)) and creation of public data products; (4) Help manage data and increase the value and accessibility of the Water Board’s data via scripts and visualization software to transform and flow data towards open data publication sites; (5) Help improve how the Water Board’s monitoring programs collect, use, manage, and publish data; (6) Help improve the Water Board’s data quality and how data quality is measured and communicated; (7) Help ensure Water Board data is available, reliable, consistent, accessible, secure, and timely; and (8) Develop a Tribal Water Data Map and associated User Manual to increase awareness of and access to the Water Board’s water data resources that intersect with Tribal matters and needs. Some of the work our team has helped create can be seen in this year’s Water Quality Status Report and at our github site.

Desired Qualities, Skills and Abilities
In addition to a strong interest in water resources, water quality, and how human and environmental systems interact with water data, the successful candidate will have one or more of the following desired qualities, skills and abilities:

- Engaging with the public using data or technology to address stakeholder interests and achieve outcomes
- Ability to analyze data using various levels of data science skills to identify insights or build decision-support tools
- Interest and ability to work on a team
- Experience or interest in learning more about interest-based stakeholder processes
- Experience or interest to build knowledge of watershed management principles and water quality assessment procedures and policies
- Knowledge of current suite of methods and approaches needed to efficiently collect, store and make accessible data to inform management questions about bioaccumulation, bioassessment, ecological flows, watershed/stream health
- Knowledge of principles and practices to apply statistics and biometry to the design and review of water quality monitoring programs aimed at answering complex management questions
California State Water Resources Control Board, Office of Information Management and Analysis

Logistics

- Internship Location: flexible – hybrid in Sacramento, CA or fully remote.
- EPIC fellows have the option to work full-time (35+ hours per week) for 10 weeks (stipend: $7,500–$9,000, depending on financial need) or 12 weeks (stipend: $9,000–$10,500, depending on financial need) over the summer.
The San Francisco Department of the Environment provides solutions that protect the environment and enhance quality of life for all San Franciscans, and beyond. For more information on the Department of the Environment, visit [www.SFEnvironment.org](http://www.SFEnvironment.org).

There are 3 teams within SFE that are looking for an EPIC fellow (1. Clean Transportation Program, 2. Healthy Ecosystems Team, and 3. Toxics Reduction & Healthy Communities Program). Please review each team’s background, potential projects, and desired qualifications, and indicate with which you are interested in working on your application.

1. About the Clean Transportation Program

The SF Environment Clean Transportation Program coordinates implementation of the 2019 Citywide Electric Vehicle (EV) Roadmap and supports implementation of the sustainable transportation elements of the 2021 Climate Action Plan. The Program hosts the San Francisco Clean Cities Coalition and manages several grant programs to advance adoption of low-carbon transportation modes and expand deployment of electric vehicle charging infrastructure.

Potential Clean Transportation Program Projects

- Research, analyze, and report on clean transportation topics and policy issues, such as public charging development, fleet electrification, and micromobility adoption.
- Support outreach and education campaigns and draft communications and tracking tools around EVs and charging infrastructure.
- Support the development of a Citywide medium- and heavy-duty vehicle electrification blueprint with research and stakeholder engagement.
- Assist with managing an electric bicycle program for last-mile delivery workers, such as by staffing safety trainings and focus groups and analyzing participant data and surveys.
- Identify funding opportunities and support development of project proposals.
- Support implementation of the Commercial Garage EV Charging Ordinance.
- Organize events and stakeholder meetings like the City’s EV Working Group meetings.
- Track local and state policies related to clean transportation.
- Project management assistance and stakeholder outreach as needed.
Desired Qualities, Skills and Abilities

- Do you have a passion for sustainability and curiosity around transportation electrification and/or emerging mobility?
- Are you a people person interested in working with diverse stakeholders?
- Can you analyze and synthesize complex information from various sources?
- Do you enjoy writing and finding ways to present information clearly and creatively?
- Are you a confident, self-motivated, and well-organized individual?

If any or all of the above sounds like you, then join us and be a part of making the world a better place, starting in San Francisco!

2. About the Healthy Ecosystems Team

The Healthy Ecosystems team under the SFE’s Climate Program supports collaborative, interagency conservation planning and management for a comprehensive watershed- and ecosystem-based natural resources management and stewardship programs. We facilitate ecological restoration of our wildlife habitats and educate the public about our living natural heritage and local ecological stewardship opportunities. Current initiatives include:

- Advancing citywide collaboration to continually refine nature-based climate solutions and urban forest management.
- Increasing equitable community participation and perspectives in nature-based climate solutions.
- Maximizing greening and integration of local biodiversity into the built environment.

Potential Healthy Ecosystems Projects

- Ground-truthing natural resource GIS layers
- Identifying a list of large SF properties (campuses, e.g.) as candidates for cultivating relationships for implementing healthy landscapes
- Researching/reviewing literature on:
  - The preferences of pollinators for local native plants versus cultivars
  - Assisted migration of trees native to southern California to northern California
- Drafting policy and outreach documents
Potential Healthy Ecosystems Projects (cont.)

- Building on a list of potential Landmark trees
- Creating a map with photos of successful native plant garden sites for the Plant Finder
- Assisting with the Annual Urban Forestry Report

Desired Qualities, Skills and Abilities

- Data heads, you are welcome here! We would love to leverage your ability to prepare reports, spreadsheets, data and documentation for reporting information to the public.
- Enjoy writing? We have many needs for public-facing materials including factsheets, web pages, presentations, etc.
- Are you confident, self-motivated and a well-organized individual?
- Can you analyze and synthesize information from various sources?
- Second language commonly spoken in San Francisco, especially Vietnamese, Spanish and/or Chinese.
- If any or all the above sounds like you, then join us and be a part of making the world a better place, starting in San Francisco!

3. About the Toxics Reduction & Healthy Communities Program

The Toxics Reduction & Healthy Communities Program leads a variety of programs, policies and projects, ranging from reducing the use of harmful chemicals in residential, commercial and City government settings. Projects and programs we undertake at the local level often become models for scaling elsewhere! Current initiatives include:

- eliminating the use of fluorochemicals in numerous consumer and industrial uses
- tackling antibiotic resistance
- supporting small businesses to adopt sustainable practices
- addressing microfiber pollution

Potential Toxics Reduction & Healthy Communities Program Projects

- Help implement the San Francisco Healthy Nail Salon Program
- Conduct outreach to residents about proper disposal of toxics products
- Researching products and identifying safer alternatives to toxic products
Potential Toxics Reduction & Healthy Communities Program Projects (cont.)

- Analyzing grocer data and assisting with public reporting of antibiotics use
- Improving our grocer reporting system for antibiotics use data
- Conducting outreach and technical assistance to commercial businesses and residents
- Assisting in creating policies and programs that drive the use of safer products in San Francisco
- Drafting policy and outreach documents
- Conducting surveys and analyzing results

Desired Qualities, Skills and Abilities

- Data heads, you are welcome here! We would love to leverage your ability to prepare reports, spreadsheets, data and documentation for reporting information to the public.
- Enjoy writing? We have many needs for public-facing materials including factsheets, web pages, presentations, etc.
- Do you have phone super powers? Research by our department often involves making phone calls to a wide range of businesses, residents and other stakeholders. Those who are persistent enough to navigate a phone tree and find the right person, and then have an engaging phone voice are gold.
- Are you confident, self-motivated and a well-organized individual?
- Can you analyze and synthesize information from various sources?
- Second language commonly spoken in San Francisco, especially Vietnamese, Spanish and/or Chinese.

If any or all the above sounds like you, then join us and be a part of making the world a better place, starting in San Francisco!

Logistics for All Teams

- This opportunity will be fully in-person or hybrid with 3 days per week in-person at the SFE office in San Francisco, CA.
- EPIC fellows have the option to work full-time (35+ hours per week) for 10 weeks (stipend: $7,500-$9,000, depending on financial need) or 12 weeks (stipend: $9,000-$10,500, depending on financial need) over the summer.
About
State law establishes the Governor’s Office of Planning and Research (OPR) as the comprehensive state-planning agency. OPR is responsible for formulating long-range goals and policies spanning numerous issues, including land use, state and local planning, climate change, environmental justice, renewable energy, transportation, health, and military affairs. It also serves several important functions in the administration of the California Environmental Quality Act (CEQA). The Strategic Growth Council (SGC) is housed within OPR and is responsible for the implementation of policies through grant programs related to affordable housing, sustainable communities, transit-oriented development, infrastructure, conservation, health, and social equity.

Position Description
Interns in OPR and SGC will work on a variety of projects that further the Governor’s policy and planning priorities. Interns will have a hands-on opportunity to learn about state government and policy implementation. The interns will gain skills in policy research and writing, land use planning, local government outreach, interagency coordination, legislative analysis, and more.

Potential Projects
• Wildfire: Intern may work to support the Commission on Catastrophic Wildfire Cost and Recovery, housed at OPR. An intern may participate in research on wildfires in California.
• Regions Rise Together: This initiative focuses on inclusive economic development and sustainable approaches to land use and transportation planning. Intern may engage with state policy makers with ideas about how to align funding and policy to support economic development in inland areas.
• Health and Equity: Intern may work on various projects to advance health and racial equity in California, including through the Health in All Policies Task Force.
• Affordable Housing and Sustainable Communities: Intern may research how to advance State policy objectives through the Affordable Housing and Sustainable Communities grant program.
• Climate Adaptation and Resilience: Intern may support State policy work to support local, regional, and statewide climate adaptation and resilience planning and policy initiatives through the Integrated Climate Adaptation and Resiliency Program (ICARP). Potential placements include ICARP’s Adaptation Planning Grant Program, Regional Resilience Grant Program, and the Extreme Heat and Community Resilience Program and SGC’s Community Resilience Centers and Transformative Climate Collaboratives programs.
Potential Projects (cont.)

- Zero-Emission Vehicles: Intern may research and draft memos on the funding of electric vehicle charging infrastructure and setting up car share programming. Intern may also organize working groups, and catalog relevant studies, and models. Past interns have also worked on the Coast-to-Coast Smart e-Mobility program, which focuses on smart and clean transportation solutions, and had the opportunity to travel to Europe.
- Bill Analysis: Intern may work with the Legislative Director to write bill analyses.
- Intern projects, to an extent, can be tailored to the intern’s specific areas of interest.

Desired Qualities, Skills and Abilities

Ideal candidates are self-driven and independently motivated, can balance multiple projects at once and meet deadlines, are highly professional and responsible, have strong verbal and written communication as well as analytical and organizational skills, and demonstrate a strong interest in one or more of the subject matters that OPR and SGC cover. Please see the [OPR](https://opr.ca.gov/) and [SGC](https://sgc.ca.gov/) websites for more information on the areas of work.

Bonus skills: Experience with GIS/modeling/mapping tools, graphic design/web design/multimedia skills, communications/outreach skills, legal or legislative analysis.

Logistics

- Internship Location: Interns must be based in California for the duration of the internship, with the possibility of hybrid and remote work available.
- EPIC fellows have the option to work full-time (35+ hours per week) for 10 weeks (stipend: $7,500-$9,000, depending on financial need) or 12 weeks (stipend: $9,000-$10,500, depending on financial need) over the summer.
About

The mission of the California Department of Food and Agriculture is to serve the citizens of California by promoting and protecting a safe, healthy food supply, and enhancing local and global agricultural trade, through efficient management, innovation and sound science, with a commitment to environmental stewardship.

Our vision is that we be recognized as the most highly respected agricultural agency in the world by leading and excelling in the programs and services delivered to meet the needs for the growing local and global food and agricultural system.

CDFA is a cabinet-level department led by Secretary Karen Ross and headquartered in Sacramento. Interns would work with CDFA executive leadership to tackle emergent issues affecting agriculture, such as climate change, racial equity, sustainable pest management, food security, and more. Activities would include longer-term projects as well as short-term research assignments. Interns will gain skills and knowledge around public processes such as budgeting, program design, stakeholder engagement, policymaking, and communications.

Position Description

- Work with executive-level staff to advance first-of-a-kind programs and policy initiatives
- Participate in interdisciplinary, cross-cutting state initiatives
- Obtain experience working at the intersection of science, policy, and management

Potential Projects

- Help create the first ever climate resilience strategy for California agriculture
- Review grant proposals for the Office of Environmental Farming and Innovation and the Office of Farm to Fork
- Conduct analyses of state bills related to climate and working lands
Desired Qualities, Skills and Abilities

- Interest and ability to work on a team
- Experience or interest in learning more about interest-based stakeholder processes
- Strong communication, interpersonal and leadership skills
- Ability to think critically and develop innovative ideas
- Ability to manage multiple projects with tight deadlines
- Ability to understand and translate science for diverse audiences
- Ability to work effectively in a team and independently

Logistics

- This opportunity will be fully in-person or hybrid with 2-3 days per week in-person at the CDFA office in Sacramento, CA.
- EPIC fellows have the option to work full-time (35+ hours per week) for 10 weeks (stipend: $7,500-$9,000, depending on financial need) or 12 weeks (stipend: $9,000-$10,500, depending on financial need) over the summer.
About

The Commission, comprised of California’s Lieutenant Governor, State Controller, and Governor’s Director of Finance, is an independent and dynamic public land management agency. The Commission manages over 4 million acres of tide and submerged lands and the beds of navigable rivers, streams, lakes, bays, estuaries, inlets, and straits. These lands, often referred to as sovereign or public trust lands, stretch from the Klamath River and Goose Lake in the north to the Tijuana Estuary in the south, the Colorado River in the east, and from the Pacific Coast 3 miles offshore in the east to the world-famous Lake Tahoe in the east, and includes California’s two longest rivers, the Sacramento and San Joaquin. The Commission, in its capacity as a landowner, protects and enhances these lands and their underlying natural resources by issuing leases for use, development, and environmental preservation, championing public access, and resolving boundaries between public and private land.

The Commission is organized by divisions. Below is a summary of our key divisions.

**Division of Environmental Science, Planning and Management**

Our Environmental Science, Planning, and Management Division ensures compliance with CEQA and prepares Environmental Impact Reports, Mitigated Negative Declarations, and other documents for projects affecting the environment. The Division administers California’s world-leading marine invasive species prevention program. It also leads our Climate Adaptation and Special Initiatives team that supports the Commission on a range of topics, including climate change and adaptation, offshore wind planning and coordination, forestry, aquaculture, and marine protected areas.

**Land Management Division**

Our Land Management Division manages over 4 million acres of public lands (mainly tide and submerged lands) and a portfolio of more than 4,100 leases that authorize major renewable energy projects, piers, marinas, and utility lines, among other things. We make critical title and boundary determinations that are foundational to our work. Our Land Management Division also manages more than 500,000 acres of land, known as school lands, that are scattered throughout the desert and forested areas of Northeastern California. Our school lands generate revenue for retired teachers and are used for renewable energy generation.
Marine Environmental Protection Division
Our Marine Environmental Protection Division inspects marine oil terminals and bulk oil transfer operations at these terminals to provide the best achievable protection of public health, safety, and the environment. Our engineering team conducts inspections daily, biennially, and annually. Our inspections include marine pipelines, review of oil spill prevention requirements, and operational personnel training.

Mineral Resources Management Division
Our Mineral Resources Management Division is responsible for the safe and environmentally sound development, regulation, and management of energy and mineral resources. We also administer a coastal hazard and legacy oil and gas well removal and remediation program and manage, inspect, and audit California’s remaining offshore oil and gas platforms and production. This division also leads our oil and gas decommissioning projects, including Platform Holly and Rincon Island in Southern California.

External Affairs/Executive
The Executive Office plans, organizes, manages, coordinates, and administers the Commission’s work. The Executive Office leverages the expertise of staff in each division to accomplish the Commission’s mission, vision, and strategic plan objectives while responding to emerging challenges. Our tribal and environmental justice programs are in the Executive Office.

The External Affairs Division manages state and federal legislation, the Commission’s website, and its social media. The External Affairs Division also manages what is known as our granted lands program, which includes land legislatively granted to over 70 ports, harbors, and coastal cities and counties, and which the Commission oversees. The External Affairs Division manages communications and media relations and, together with the Executive Office and other divisions, represents the Commission on various boards and commissions, including the San Francisco Bay Conservation and Development Commission and the California Coastal Commission.
Position Description

While we list potential projects below, we want to make the internship as mutually beneficial and rewarding as possible. We envision an onboarding process with the opportunity to meet and learn about each division and various projects and then, together with the intern hosts, develop a portfolio of projects that will be worthwhile and interesting. We envision a mix of smaller, day-to-day projects and one bigger, long-term project spanning the length of the internship.

Potential Projects

- Assist Commission staff with issues where science and policy interface and learn how staff navigates complex and politically sensitive issues, including adaptation to climate change and sea-level rise; equity and environmental justice in public land management; offshore wind energy development; plastic pollution reduction; transitioning to a fossil-free future; and offshore oil and gas decommissioning.
- Conduct research, collaborate with Commission staff and sister agencies, and support efforts to implement the Commission’s Environmental Justice Policy.
- Learn about the legislative process and experience it firsthand. Conduct legislative research, assist with writing bill analyses, testimony for committee hearings at the State Capitol, and staff reports for the public and commissioners. Participate in legislative discussions with legislative staff and lobbyists.
- Assist staff in a variety of divisions with projects that may involve oil and gas decommissioning, offshore wind energy development, waterfront redevelopment, and other emerging environmental public policy.
- Assist with developing social media content and updating the Commission’s website.
- Assist with developing press/media strategies and content.

Desired Qualities, Skills and Abilities

- Excellent written and verbal communication skills
- Enthusiasm, curiosity, and a desire to learn and contribute
- Ability to think critically
- Self-motivated
- Familiarity with Outlook, Microsoft Word, and other basic office programs.
Logistics

- Internship Location: Preferably hybrid (1 - 2 days in our Sacramento office located at 100 Howe Avenue) but will consider fully remote or fully in-person options.
- Preferred start date: Between 6/17 and 6/24
- EPIC fellows have the option to work full-time (35+ hours per week) for 10 weeks (stipend: $7,500-$9,000, depending on financial need) or 12 weeks (stipend: $9,000-$10,500, depending on financial need) over the summer.
In 2017, the Legislature passed Assembly Bill (AB) 617, which helped propel CARB to establish the “first-of-its-kind” Office of Community Air Protection Program (Program or OCAP), whose focus is to reduce exposure in communities most impacted by air pollution through monitoring plans and emission reductions programs at the community level. Assembly Bill (AB) 617 (C. Garcia, Stats. 2017, Ch. 136) requires the Board to "adopt a statewide strategy to reduce emissions of toxic air contaminants and criteria air pollutants in communities affected by a high cumulative exposure burden." [Health and Safety Code § 44391.2(b)].

In October 2023, after a robust statewide engagement process with a diverse group of stakeholders, CARB adopted an update to its statewide strategy, or Community Air Protection Blueprint (Blueprint 2.0), which reimagines the program to provide continued support for reducing emissions of criteria air pollutants and toxic air contaminants in communities that have been selected but also additional support to communities that have consistently nominated for the program by air districts and communities.

Position Description
Interns in CARB’s OCAP will work on a variety of projects that focus on working with disadvantaged environmental justice communities and leaders throughout the state to reduce emissions of toxic air contaminants and criteria air pollutants. Interns will have a hands-on opportunity to learn in a fast-paced environment about state government processes, policy implementation, and community and air district partnerships. The interns will gain skills in policy research and writing, land use planning community impacts, impacted community engagement and outreach, local government partnerships, interagency coordination, and more.

Potential Projects
- Re-Imagining our AB 617 Program: Intern may work to support impacted community engagement and outreach throughout the state in our efforts to implement newly adopted statewide strategy to reduce exposure in communities most impacted by air pollution. Intern may also assist in the evaluation of Blueprint 2.0 implementation.
- Racial Equity and EJ: Intern may work on various projects to advance racial equity and environmental justice in CARB’s community engagement and cross-agency efforts.
Community Focused Tools: Intern may develop and enhance web presence around Blueprint 2.0 to make Program tools, information, and data easy to access, user friendly, and in plain language.

Interagency Coordination: Intern may work with other CARB Divisions, and sister agencies to effect Program goals, objectives and deliverables for Blueprint 2.0 implementation

Potential Projects (cont.)

- Community Focused Tools: Intern may develop and enhance web presence around Blueprint 2.0 to make Program tools, information, and data easy to access, user friendly, and in plain language.
- Interagency Coordination: Intern may work with other CARB Divisions, and sister agencies to effect Program goals, objectives and deliverables for Blueprint 2.0 implementation

Desired Qualities, Skills and Abilities

Ideal candidates are self-driven and independently motivated, can balance multiple projects at once and meet multiple deadlines; are highly professional and responsible; have strong verbal and written communication as well as analytical and organizational skills; and demonstrate a strong interest in one or more of the subject matters that CARB and OCAP cover. Please see the CARB website for more information on the areas of work.

Bonus skills: Experience with graphic design, web design, multimedia skills, and communications and outreach skills.

Logistics

- This opportunity can be hybrid at CARB’s Riverside, CA office or Sacramento, CA office. Fully remote interns will also be considered.
- EPIC fellows have the option to work full-time (35+ hours per week) for 10 weeks (stipend: $7,500-$9,000, depending on financial need) or 12 weeks (stipend: $9,000-$10,500, depending on financial need) over the summer.
Job Title: Advancement Intern  
Department: Advancement  
Location: Oakland Office, Washington DC, or remote  
Reports to: Advancement Team Manager (Shabina Bahl or other)  
Duration: 37.5 hours/week for 10 weeks

Context: At the Sierra Club, we believe in the power of interdependence. Together, we remain committed to the fight for a healthy climate built on a foundation of environmental, racial, economic, and gender justice – a future where all people benefit from a healthy, thriving planet and a direct connection to nature. As the climate crisis and deeply entrenched systemic racism all fuel injustice, we will continue to fight for a bold, transformational agenda that recognizes the interconnectedness between our planet, our humanity, and our future. By recognizing that our destinies are tied, we continue to name that all things are fundamentally connected, and the overlap between ecology, race, gender, and representative government will move to either advance our collective humanity or to oppress it. Sierra Club has close to 800 staff across the country and a network of 64 local chapters that are led and fueled by thousands of volunteers. We are also proud to be a unionized employer, with three labor unions representing more than half of our employees.

Scope: Advancement Interns assist the Sierra Club’s Advancement Department in fundraising efforts throughout the United States. Interns work with the advancement team across the country and gain skills and experience with advancement activities such as individual and foundation major donor moves management including qualification, cultivation, solicitation, and stewardship; prospect research, database management, project management, donor outreach and communications, including event planning.

Job activities include but are not limited to:

1. Learn and utilize organizational databases (Salesforce) and other program management platforms to assist with key Advancement task management and reporting needs.
2. Assist with developing briefings and other background documents for major and principal gift meetings and follow up.
3. Support planning and execution of fundraising meetings and events, both virtual and in-person.
4. Support National Sierra Club staff and leadership in their fundraising efforts, by preparing materials, providing real-time support, and documenting outcomes.
5. Liaise with Sierra Club’s national fundraising consulting partners to track and report on fundraising metrics, implement processes and policies that align with industry good practice, and execute special projects.
6. Work independently to identify foundation and individual prospects in targeted regions in accordance with defined guidelines.

The successful candidate must have the following skills and experience:

• Collaboration. Ability to work effectively with people across differences toward a shared goal.
• **Strong written and verbal communication skills.** Ability to write clearly and persuasively. Demonstrated ability to use discretion and preserve confidentiality with sensitive financial and personal information.

• **Committed to evolution.** You are committed to continuously deepening and evolving your own understanding of systems of oppression through study, openness, and humility. And you easily recognize your own relationship to privilege and power, examining and shifting your behaviors as appropriate.

• **Flexibility and time management.** You are able to balance competing priorities and help the team meet its most important goals on time.

• **Uplifting and additive.** You see mistakes as opportunities for growth; problems as catalysts for solutions, and inspire others along the journey. You carry a constructive approach, can-do attitude, a sense of humor, and authentic kindness wherever you go.

**The strongest candidates will also demonstrate the following experience, skills and competencies:**

• Experience working with individuals and organizations in varied settings. Experience managing up and helping organizational or team leaders be successful.

• Project management, database management, and reporting experience.

• Strong organizational skills and attention to detail.

• Passion for conservation and environmental issues.

**To Apply**
The Sierra Club provides equal employment and advancement opportunities to all staff members. Employment decisions are based on merit, qualifications, lived experience and skills. The Sierra Club does not discriminate in employment opportunities or practices on the basis of race, color, creed, religion, national origin, immigration status, socioeconomic status, ancestry, age, size, sex, sexual orientation, gender, gender identity, familial status, veteran status, disability, AIDS/HIV status, medical condition, prior conviction, arrest history, traits historically associated with race, including, but not limited to, hair texture and protective hairstyles, or any other characteristic protected by law.

The Sierra Club values applicants who are people that identify as Black, Indigenous, and other minoritized groups; women; queer, transgender, gender non-conforming, and gender fluid people.

*Explore, enjoy and protect the planet.*
Job Title: Analytics Intern
Department: Strategy
Location: Oakland Office, Washington DC, or remote
Reports to: Analytics Lead
Duration: 37.5 hours/week for 10 weeks

Context: At the Sierra Club, we believe in the power of interdependence. Together, we remain committed to the fight for a healthy climate built on a foundation of environmental, racial, economic, and gender justice – a future where all people benefit from a healthy, thriving planet and a direct connection to nature. As the climate crisis and deeply entrenched systemic racism all fuel injustice, we will continue to fight for a bold, transformational agenda that recognizes the interconnectedness between our planet, our humanity, and our future. By recognizing that our destinies are tied, we continue to name that all things are fundamentally connected, and the overlap between ecology, race, gender, and representative government will move to either advance our collective humanity or to oppress it. Sierra Club has close to 800 staff across the country and a network of 64 local chapters that are led and fueled by thousands of volunteers. We are also proud to be a unionized employer, with three labor unions representing more than half of our employees.

Scope: This internship will assist with the Analytics lead in focusing on constituent data insights, analysis and data visualization to provide support to drive performance across channels and segments for member acquisition, life cycle management, member experience and offerings. The intern will gain skills in analyzing data and recommending concrete action based on data insights.

Job activities include but are not limited to:
1. Assist Data Analytics lead on analysis projects.
2. Communicate and meet with teams to coordinate on data analytics strategies.
3. Collaborate with the IT Department to oversee data collection and accuracy of records.
4. Create presentations that include KPI reporting and Balanced Scorecard needs.
5. Other tasks as assigned.

The successful candidate must have the following skills and experience:

- **Analytics knowledge.** Knowledge of data science or analytics to explore patterns and trends on customers and members.
- **Collaboration with different teams.** This position requires meeting with and being a part of cross functional teams and working effectively to find solutions.
- **Committed to evolution.** You are committed to continuously deepening and evolving your own understanding of systems of oppression through study, openness, and humility. And you easily recognize your own relationship to privilege and power, examining and shifting your behaviors as appropriate.
- **Uplifting and additive.** You see mistakes as opportunities for growth; problems as catalysts for solutions, and inspire others along the journey. You carry a constructive approach, can-do attitude, a sense of humor, and authentic kindness wherever you go.

**The strongest candidates will also demonstrate the following experience, skills and competencies:**

- Ability to multitask in a fast paced environment
- Experience with data science software and Excel

**To Apply**
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The Sierra Club values applicants who are people that identify as Black, Indigenous, and other minoritized groups; women; queer, transgender, gender non-conforming, and gender fluid people.

*Explore, enjoy and protect the planet.*
Job Title: Digital Strategies Intern
Department: Member Growth (Digital Strategies)
Location: Washington, DC; Oakland, CA; or Remote
Reports To: National Digital Strategy Director

Context: At the Sierra Club, we believe in the power of interdependence. Together, we remain committed to the fight for a healthy climate built on a foundation of environmental, racial, economic, and gender justice – a future where all people benefit from a healthy, thriving planet and a direct connection to nature. As the climate crisis and deeply entrenched systemic racism all fuel injustice, we will continue to fight for a bold, transformational agenda that recognizes the interconnectedness between our planet, our humanity, and our future. By recognizing that our destinies are tied, we continue to name that all things are fundamentally connected, and the overlap between ecology, race, gender, and representative government will move to either advance our collective humanity or to oppress it. Sierra Club has close to 800 staff across the country and a network of 64 local chapters that are led and fueled by thousands of volunteers. We are also proud to be a unionized employer, with three labor unions representing more than half of our employees.

Scope: The Digital Strategies intern will work with regional and national teams to develop digital plans and content to help grow our base of supporters, mobilize audiences to action, and drive campaign outcomes that protect our communities, climate, and natural resources. The intern will help to create an engaging online experience for our supporters by applying digital best practices for email, mobile, social media, petition pages, and event recruitment. The intern will also be supported to perform audience targeting, testing and experimentation, and analysis of results and progress to goals.

Job activities include but are not limited to:

1. Identify and create opportunities to grow our activist and membership base, engage supporters online, move them up the ladder of engagement, and mobilize them to support the Sierra Club’s work and mission.
2. Research, write and create compelling digital content for emails, mobile, social media and website.
3. Track grassroots digital engagement trends and suggest creative tactics to incorporate into campaigns.
4. Track content performance to monitor, optimize, and analyze emails, texts, and social media performance.
5. Collaborate with staff members to implement day-to-day digital tasks and support cross-department projects.
The successful candidate must demonstrate the following skills, experience and competencies:

- Familiarity with conservation, climate and environmental justice issues.
- Proficient computer skills and prior experience or aptitude with basic digital tools and platforms.
- Excellent writing and editing skills. Possess a keen eye for consistency, accuracy, and detail in writing and producing digital materials.
- Good verbal communication skills for a high level of team collaboration. Able to give and receive feedback.
- Strong organizational, project management, and problem-solving skills.
- Committed to continuously deepening and evolving your own understanding of systems of oppression through study, openness, and humility. You recognize your own relationship to privilege and power, examining and shifting your behaviors as appropriate.

To Apply

Please submit your resume and a cover letter of no more than one page answering the following questions:

1. Why are you interested in interning at the Sierra Club?
2. What experience do you have with social, climate or environmental justice advocacy?
3. How do you hope this internship will contribute to your professional and personal goals?

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*Explore, enjoy and protect the planet.*
**Job Title:** Communications Intern  
**Department:** Communications  
**Location:** Oakland Office, Washington DC, or remote  
**Reports to:** Director of Federal Communications  
**Duration:** 37.5 hours/week for 10 weeks

**Context:** At the Sierra Club, we believe in the power of interdependence. Together, we remain committed to the fight for a healthy climate built on a foundation of environmental, racial, economic, and gender justice – a future where all people benefit from a healthy, thriving planet and a direct connection to nature. As the climate crisis and deeply entrenched systemic racism all fuel injustice, we will continue to fight for a bold, transformational agenda that recognizes the interconnectedness between our planet, our humanity, and our future. By recognizing that our destinies are tied, we continue to name that all things are fundamentally connected, and the overlap between ecology, race, gender, and representative government will move to either advance our collective humanity or to oppress it. Sierra Club has close to 800 staff across the country and a network of 64 local chapters that are led and fueled by thousands of volunteers. We are also proud to be a unionized employer, with three labor unions representing more than half of our employees.

**Scope:** The Communications Intern will assist the Federal Communications team with developing timely, engaging content for our website, social media platforms, and news media that is relevant to many communities and stakeholder groups. This is a great opportunity for anyone interested in the nexus between energy/environment and social justice to work with state policy and issue experts and organizers on key issues, while expanding their communications capacities.

**Job activities include but are not limited to:**

- Track news and storylines, identify trends in how the media portrays our issues
- Assist in the development/distribution of press releases, op-eds, statements, and other media materials.
- Research and draft content for our website and social media platforms (Facebook, Twitter, Instagram, LinkedIn, Blue Sky)
- Develop, test, and refine messaging around specific issues, campaigns, and communities
- Assist the communications team in engaging the public through social media, and creating/fostering an online community

**The successful candidate must have the following skills and experience:**

- **Excellent writing and editing skills.** Ability to craft compelling content suitable for various audiences.
• **Social media proficiency.** Familiarity with various social media platforms and understanding of web engagement strategies.

• **Working knowledge of conservation and environmental justice issues.**

• **Committed to evolution.** You are committed to continuously deepening and evolving your own understanding of systems of oppression through study, openness, and humility. And you easily recognize your own relationship to privilege and power, examining and shifting your behaviors as appropriate.

• **Uplifting and additive.** You see mistakes as opportunities for growth; problems as catalysts for solutions, and inspire others along the journey. You carry a constructive approach, can-do attitude, a sense of humor, and authentic kindness wherever you go.

The strongest candidates will also demonstrate the following experience, skills and competencies:

• Bilingual

• Ability to meet tight deadlines.

**To Apply**

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*Explore, enjoy and protect the planet.*
Job Title: Campaign Intern  
Department: Field  
Location: Oakland Office, Washington DC, or remote  
Reports to:  
Duration: 37.5 hours/week for 10 weeks

Context: At the Sierra Club, we believe in the power of interdependence. Together, we remain committed to the fight for a healthy climate built on a foundation of environmental, racial, economic, and gender justice – a future where all people benefit from a healthy, thriving planet and a direct connection to nature. As the climate crisis and deeply entrenched systemic racism all fuel injustice, we will continue to fight for a bold, transformational agenda that recognizes the interconnectedness between our planet, our humanity, and our future. By recognizing that our destinies are tied, we continue to name that all things are fundamentally connected, and the overlap between ecology, race, gender, and representative government will move to either advance our collective humanity or to oppress it. Sierra Club has close to 800 staff across the country and a network of 64 local chapters that are led and fueled by thousands of volunteers. We are also proud to be a unionized employer, with three labor unions representing more than half of our employees.

Scope: This internship will assist with the Federal Energy Campaign staff with energy sector analytics and fundraising. The intern will gain skills in campaign development, subject matter research, and fundraising strategies and platforms and work with leaders and staff to deliver federal policy outcomes on behalf of the Sierra Club’s energy campaigns – Beyond Coal, Beyond Dirty Fuels, Building Electrification, Clean Transportation for All, Fossil Free Finance, and Industrial Decarbonization.

Job activities include but are not limited to:
1. Assist staff with development and implementation of campaign strategies, and collaboration with other Sierra Club departments to ensure their execution.
2. Research environmental issues legislation and executive agency measures specific to strategic campaigns.
3. Collaborate with national and chapter staff to identify and engage on threats and opportunities.
4. Preparing and assisting with written communications, such as blogs, website updates, and more.
5. Other tasks as assigned, including, but not limited to: assisting with press related activities, partner packets, working with other interns, and more.

The successful candidate must have the following skills and experience:
● **Attention to detail.** Ability to organize information and juggle multiple tasks at the same time.
● **Strong communication skills.** Ability to write for different audiences and platforms to optimize outreach and education efforts. Ability to help facilitate meetings.
● **Committed to evolution.** You are committed to continuously deepening and evolving your own understanding of systems of oppression through study, openness, and humility. And you easily recognize your own relationship to privilege and power, examining and shifting your behaviors as appropriate.
● **Uplifting and additive.** You see mistakes as opportunities for growth; problems as catalysts for solutions, and inspire others along the journey. You carry a constructive approach, can-do attitude, a sense of humor, and authentic kindness wherever you go.

The strongest candidates will also demonstrate the following experience, skills and competencies:

● Ability to multitask in a fast paced environment
● Social Media strategy & scheduling
● Project management & event planning

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*Explore, enjoy and protect the planet.*
Job Title: Membership Growth Intern
Department: Membership Growth
Location: Oakland Office
Reports to: Associate Director, Trusts & Estates
Duration: 37.5 hours/week for 10 weeks

Context: At the Sierra Club, we believe in the power of interdependence. Together, we remain committed to the fight for a healthy climate built on a foundation of environmental, racial, economic, and gender justice – a future where all people benefit from a healthy, thriving planet and a direct connection to nature. As the climate crisis and deeply entrenched systemic racism all fuel injustice, we will continue to fight for a bold, transformational agenda that recognizes the interconnectedness between our planet, our humanity, and our future. By recognizing that our destinies are tied, we continue to name that all things are fundamentally connected, and the overlap between ecology, race, gender, and representative government will move to either advance our collective humanity or to oppress it. Sierra Club has close to 800 staff across the country and a network of 64 local chapters that are led and fueled by thousands of volunteers. We are also proud to be a unionized employer, with three labor unions representing more than half of our employees.

Scope: The Membership Growth Intern will assist with supporting the processing of all estate gifts to Sierra Club, including bequests for the national Club, its chapters and groups, and the Sierra Club Foundation. This role reports to the Associate Director, Trusts & Estates, and will work with the Associate Director and Estate Planning Coordinator to coordinate the administration of estate gifts, including life-income gifts, liquidation of complex assets, and bequests. There will be communication with outside parties relative to the estate administration process as needed. The estate coordinator will also assist with program projects on an as needed basis.

Job activities include but are not limited to:

- Support the estate tracking process by assisting in opening new estates using the SalesForce system. This will include updating estate activity by scanning and uploading documentation, letters, and other correspondence
- Drafts and mails standard communications including new estate, condolence, closed estate, and acknowledgement letters, as part of exposure to the estate planning process.
- Maintains paper and electronic filing systems by scanning and organizing files. Archiving of estate files for storage.
- Assists in the preparation of claim forms for IRA, life insurance gifts, pay on death accounts and similar forms for review by the Associate Director of Trusts & Estates.
- Communicate with estates to obtain status updates. Track progress by communicating with estates in a timely and consistent manner, this includes email outreach and phone calls.
- Special projects as assigned

The successful candidate must have the following skills and experience:
• **Experience** in financial or law operations, database management, fundraising development or trust administration
• The ability to listen and coordinate with a variety of staff, volunteers, donors, and members of a team and outside stakeholders.
• Proficiency with fundraising database applications (Salesforce a plus), MS Word and Excel specifically.
• Strong communication and interpersonal skills. Strong organizational and problem-solving skills; a willingness to push through barriers and bounce back from setbacks with creative and new ideas in order to meet goals.
• The ability to be flexible in your work and priorities. Be able to work independently and have a self-driven work ethic but also be able to connect with others to share ideas and feedback in order to problem solve.
• Committed to evolution. You are committed to continuously deepening and evolving your own understanding of systems of oppression through study, openness, and humility. And you easily recognize your own relationship to privilege and power, examining and shifting your behaviors as appropriate.

**The strongest candidates will also demonstrate the following experience, skills and competencies:**

• Familiarity of the estate administration process and types of fundraising in the nonprofit sector.
• Ability to prioritize and manage seasonal increases in workflow.
• Proven track record of dependability and ability to close tasks

**To Apply**
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*Explore, enjoy and protect the planet.*
**Job Title:** Communications Intern  
**Department:** Communications  
**Location:** Oakland Office, Washington DC, or remote  
**Duration:** 37.5 hours/week for 10 weeks

**Context:** At the Sierra Club, we believe in the power of interdependence. Together, we remain committed to the fight for a healthy climate built on a foundation of environmental, racial, economic, and gender justice – a future where all people benefit from a healthy, thriving planet and a direct connection to nature. As the climate crisis and deeply entrenched systemic racism all fuel injustice, we will continue to fight for a bold, transformational agenda that recognizes the interconnectedness between our planet, our humanity, and our future. By recognizing that our destinies are tied, we continue to name that all things are fundamentally connected, and the overlap between ecology, race, gender, and representative government will move to either advance our collective humanity or to oppress it. Sierra Club has close to 800 staff across the country and a network of 64 local chapters that are led and fueled by thousands of volunteers. We are also proud to be a unionized employer, with three labor unions representing more than half of our employees.

**Scope:** The Communications Intern will assist the national press team with developing timely, engaging content for our website, social media platforms, and news media that is relevant to many communities and stakeholder groups. This is a great opportunity for anyone interested in the nexus between energy/environment and social justice to work with state policy and issue experts and organizers on key issues, while expanding their communications capacities.

**Job activities include but are not limited to:**

- Track news and storylines, identify trends in how the media portrays our issues
- Assist in the development/distribution of press releases, op-eds, statements, and other media materials.
- Research and draft content for our website and social media platforms (Facebook, Twitter, Instagram, LinkedIn, Blue Sky)
- Develop, test, and refine messaging around specific issues, campaigns, and communities
- Assist the communications team in engaging the public through social media, and creating/fostering an online community

**The successful candidate must have the following skills and experience:**
• **Excellent writing and editing skills.** Ability to craft compelling content suitable for various audiences.

• **Social media proficiency.** Familiarity with various social media platforms and understanding of web engagement strategies.

• **Working knowledge of conservation and environmental justice issues.**

• **Committed to evolution.** You are committed to continuously deepening and evolving your own understanding of systems of oppression through study, openness, and humility. And you easily recognize your own relationship to privilege and power, examining and shifting your behaviors as appropriate.

• **Uplifting and additive.** You see mistakes as opportunities for growth; problems as catalysts for solutions, and inspire others along the journey. You carry a constructive approach, can-do attitude, a sense of humor, and authentic kindness wherever you go

**The strongest candidates will also demonstrate the following experience, skills and competencies:**

• Bilingual

• Ability to meet tight deadlines.

**To Apply**
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*Explore, enjoy and protect the planet.*
Job Title: Communications Intern  
Department: Communications  
Location: Oakland Office, Washington DC, or remote  
Reports to: Melissa Williams, Director of Regional Communications  
Duration: 37.5 hours/week for 10 weeks

Context: At the Sierra Club, we believe in the power of interdependence. Together, we remain committed to the fight for a healthy climate built on a foundation of environmental, racial, economic, and gender justice — a future where all people benefit from a healthy, thriving planet and a direct connection to nature. As the climate crisis and deeply entrenched systemic racism all fuel injustice, we will continue to fight for a bold, transformational agenda that recognizes the interconnectedness between our planet, our humanity, and our future. By recognizing that our destinies are tied, we continue to name that all things are fundamentally connected, and the overlap between ecology, race, gender, and representative government will move to either advance our collective humanity or to oppress it. Sierra Club has close to 800 staff across the country and a network of 64 local chapters that are led and fueled by thousands of volunteers. We are also proud to be a unionized employer, with three labor unions representing more than half of our employees.

Scope: The Communications Intern will assist with developing timely, engaging content for our website, newsletter, and social media platforms that is relevant to many communities and stakeholder groups. This is a great opportunity for anyone interested in the nexus between energy/environment and social justice to work with state policy and issue experts and organizers on key issues, while expanding their communications capacities.

Job activities include but are not limited to:

- Track news and storylines, identify trends in how the media portrays our issues
- Research, write, and post content for our website, newsletter, and social media (Facebook, Twitter, Instagram)
- Assist in power-mapping/power analysis in campaign teams
- Develop, test, and refine messaging around specific issues, campaigns, and communities
- Assist the communications team in engaging the public through social media, and creating/fostering an online community
- Assist in the development/distribution of press releases and statements

The successful candidate must have the following skills and experience:

- **Social media proficiency.** Familiarity with various social media platforms and understanding of web engagement strategies.
• **Excellent writing and editing skills.** Ability to craft compelling content suitable for various audiences.

• **Working knowledge of conservation and environmental justice issues.**

• **Committed to evolution.** You are committed to continuously deepening and evolving your own understanding of systems of oppression through study, openness, and humility. And you easily recognize your own relationship to privilege and power, examining and shifting your behaviors as appropriate.

• **Uplifting and additive.** You see mistakes as opportunities for growth; problems as catalysts for solutions, and inspire others along the journey. You carry a constructive approach, can-do attitude, a sense of humor, and authentic kindness wherever you go.

**The strongest candidates will also demonstrate the following experience, skills and competencies:**

- Bilingual
- Ability to meet tight deadlines.

**To Apply**

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*Explore, enjoy and protect the planet.*
Job Title: Social Media Intern  
Department: Communications  
Location: Oakland Office, Washington DC, or remote  
Duration: 37.5 hours/week for 10 weeks

Context: At the Sierra Club, we believe in the power of interdependence. Together, we remain committed to the fight for a healthy climate built on a foundation of environmental, racial, economic, and gender justice – a future where all people benefit from a healthy, thriving planet and a direct connection to nature. As the climate crisis and deeply entrenched systemic racism all fuel injustice, we will continue to fight for a bold, transformational agenda that recognizes the interconnectedness between our planet, our humanity, and our future. By recognizing that our destinies are tied, we continue to name that all things are fundamentally connected, and the overlap between ecology, race, gender, and representative government will move to either advance our collective humanity or to oppress it. Sierra Club has close to 800 staff across the country and a network of 64 local chapters that are led and fueled by thousands of volunteers. We are also proud to be a unionized employer, with three labor unions representing more than half of our employees.

Scope: The Social Media Intern will assist with developing timely, engaging content for our social media platforms that is relevant to many communities and stakeholder groups. This is a great opportunity for anyone interested in the nexus between energy/environment and social justice to work with state policy and issue experts and organizers on key issues, while expanding their communications capacities.

Job activities include but are not limited to:

- Track news and storylines, identify trends in how the media portrays our issues.
- Content Creation: Craft engaging content, including images, text, and videos, that aligns with our Sierra Club brand voice and objectives.
- Community Management: Actively engage with our online community, responding to comments and messages, fostering a positive environment.
- Research: Keep abreast of the latest social media trends and tools, providing recommendations for content strategy improvements.
- Creative thought contribution to Social Media content development and strategy meetings.

The successful candidate must have the following skills and experience:

- **Excellent writing and editing skills.** Ability to craft compelling content suitable for various audiences across cultural, racial, and classes.
- **Social media proficiency.** Familiarity with various social media platforms and understanding of web engagement strategies.
• **Working knowledge of conservation and environmental justice issues.**
• **Committed to evolution.** You are committed to continuously deepening and evolving your own understanding of systems of oppression through study, openness, and humility. And you easily recognize your own relationship to privilege and power, examining and shifting your behaviors as appropriate.
• **Uplifting and additive.** You see mistakes as opportunities for growth; problems as catalysts for solutions, and inspire others along the journey. You carry a constructive approach, can-do attitude, a sense of humor, and authentic kindness wherever you go.

**The strongest candidates will also demonstrate the following experience, skills and competencies:**

• Bilingual
• Ability to meet tight deadlines.
• Flexibility and adaptability with the ability to pivot in the quickly changing social media landscape.

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*Explore, enjoy and protect the planet.*
Job Title: Strategic Planning Intern
Department: Strategy
Location: Madison WI Office, Oakland, CA Office, Washington DC Office, or remote
Reports to: Deputy Director, Strategic Implementation
Duration: 37.5 hours/week for 10 weeks

Context: At the Sierra Club, we believe in the power of interdependence. Together, we remain committed to the fight for a healthy climate built on a foundation of environmental, racial, economic, and gender justice – a future where all people benefit from a healthy, thriving planet and a direct connection to nature. As the climate crisis and deeply entrenched systemic racism all fuel injustice, we will continue to fight for a bold, transformational agenda that recognizes the interconnectedness between our planet, our humanity, and our future. By recognizing that our destinies are tied, we continue to name that all things are fundamentally connected, and the overlap between ecology, race, gender, and representative government will move to either advance our collective humanity or to oppress it. Sierra Club has close to 800 staff across the country and a network of 64 local chapters that are led and fueled by thousands of volunteers. We are also proud to be a unionized employer, with three labor unions representing more than half of our employees.

Scope: The Strategic Planning Intern will assist with the strategic planning and assessment process. The scope of tasks will range from project management to research and engagement processes. This is a great opportunity for anyone interested in the workings of organizational systems across a complex national organization with state entities, and how to design impactful strategies across multiple stakeholders and priorities.

Job activities include but are not limited to:

- Supporting stakeholder engagement processes.
- Creating reports and presentations to convey progress.
- Assisting with political, economic and social analysis to inform strategies.
- Tracking documentation and progress on campaign outcomes.
- Supporting policy and strategy alignment processes.
- Project managing data collection and tracking.

The successful candidate must have the following skills and experience:

- **Excellent writing and editing skills.** Ability to craft compelling content suitable for various audiences.
- **Working knowledge of conservation and environmental justice issues.**
- **Ability to research and make meaning of social impact data.**
- **Committed to evolution.** You are committed to continuously deepening and evolving your own understanding of systems of oppression through study, openness, and humility. And you easily recognize your own relationship to privilege and power, examining and shifting your behaviors as appropriate.
• **Uplifting and additive.** You see mistakes as opportunities for growth; problems as catalysts for solutions, and inspire others along the journey. You carry a constructive approach, can-do attitude, a sense of humor, and authentic kindness wherever you go.

**The strongest candidates will also demonstrate the following experience, skills and competencies:**

- Bilingual
- Ability to both think long term, and meet tight deadlines.

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