



POSITION ANNOUNCEMENT

Invasive Vines Program Manager

Chesapeake Climate Action Network seeks a committed, passionate environmentalist to lead our exciting new program to rescue trees from invasive vines in under-resourced communities.

The Invasive Vines Program Manager will develop and manage a volunteer program to rescue trees from invasive vines in traditionally marginalized communities in Washington, D.C., and Prince George's County, MD. The Program Manager will implement CCAN's vine eradication system in eligible communities to preserve the tree canopy and mitigate the harmful impacts of the climate crisis. The ideal candidate is excited to work with community partners in a hands-on, outdoor role.

About us

Chesapeake Climate Action Network (CCAN) is the only group in the Chesapeake region of Maryland, Virginia, and Washington D.C. dedicated exclusively to building a powerful grassroots movement to fight climate change. We envision an equitable energy future where fossil fuels are phased out, efficiency is prioritized, and truly clean sources of power — solar, wind, and geothermal — sustain every aspect of our lives.

We are working on bold campaigns that would result in energy policies matching the scale of the climate crisis. Since 2002, we have been pushing the envelope of what's "politically possible" in the region, using every tool inside and outside the box—from organizing to lobbying to the law.

What You Will Do

The primary responsibilities of the position include:

- **Develop a strategic plan for vine removal in historically under-resourced communities.** Create surveys of invasive vine encroachment in Washington, D.C., and Prince George's County to identify eligible communities, build a timeline, and create a plan to engage volunteers.
- **Recruit, educate, and manage new and existing CCAN supporters to attend local vine removal events.** Develop relationships with community organizations to provide education on invasive vines and removal techniques.
- **Manage vine removal events.** Ensure events are effective, safe, and well-run. Track progress and help volunteers develop their skills.

Qualifications

- Commitment to the mission of fighting climate change and promoting environmental justice.
- Enthusiasm for hands-on, outdoor work with the community.

- Experience living or working in BIPOC communities.
- At least three years experience (professional, volunteer, or community) related to removing invasive plants.
- At least one year of community organizing or volunteer management experience.
- Proven ability to work independently.
- Experience managing multiple projects and timelines.
- Willing to work evenings and weekends and travel within the region as needed.

The Details

This hybrid position will work **two days per week from our office in Takoma Park** and work in the field or from home the rest of the week. This position is full-time, salaried, and exempt from overtime. The Invasive Vines Program Manager reports to the Executive Director.

Salary is commensurate with experience and ranges from \$69,000 to \$79,000. Salaries at CCAN are based on years of related experience and demonstrated skills. We provide a generous benefits package, including health care, dental and vision coverage, and four weeks of paid vacation.

How to Apply:

[Please complete the Google form application](#), where you will answer a series of short questions and submit a resume. We will accept applications until the position is filled, with interview preference given to candidates who apply by June 17, 2024.

The interview process will consist of a phone interview, a panel interview over Zoom, and a skills test, with the possibility of an in-person meeting. We hope to make a job offer in early July.

Don't meet every requirement? Studies have shown that women and people of color are less likely to apply for jobs unless they meet every qualification. We are dedicated to building a diverse, inclusive, and authentic workplace; therefore, if you're excited about this role but your experience doesn't perfectly align with every qualification in the job description, we encourage you to apply! You might be the perfect candidate for this or another role at CCAN.

Equal Employment Opportunity CCAN provides equal employment opportunities to all employees and applicants and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.

This policy applies to all employment terms and conditions, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.