



Director of Engagement

Location: New Jersey / Newark

Workplace type: Hybrid

Compensation: \$85k-95k yearly, depending on experience

Classification: Full-time, salaried

Deadline Date: Open until filled

About the Organization

The New Jersey Environmental Justice Alliance (NJEJA) is an alliance of New Jersey-based organizations and individuals committed to working together to create healthy, sustainable, and just communities by eliminating environmental injustices in low-income and communities of color. We support and work with communities through local, state, and national policy development, targeted campaigns and organizing, education, advocacy, training, and technical assistance focused on critical environmental justice issues.

About the Role

The Director of Engagement is a senior member of NJEJA's leadership team responsible for building the relationships, learning opportunities, partnerships, and pathways that bring more people into the environmental justice movement and strengthen NJEJA's collective power.

This role brings together community engagement, education, organizing, youth development, and workforce development to help NJEJA build a broader and more deeply engaged movement for environmental justice. While NJEJA's policy work often focuses on challenging harmful systems and policies, the Director of Engagement will help build what comes next: developing relationships, cultivating leadership, creating opportunities for learning and participation, and connecting people and organizations around a shared vision for healthier, more equitable communities.

The Director will help NJEJA become more intentionally youth-forward, deepen its relationships with educational and workforce institutions, and ensure that education and engagement are woven throughout the organization's programs and theory of change—not treated as standalone activities.

This is both an externally facing relationship-builder and an internal strategic leader. The Director will represent NJEJA with community, academic, youth, workforce, and other partners while helping the leadership team integrate engagement, education, and leadership development across the organization's work.

The ideal candidate brings a deep commitment to environmental justice and a genuine love for the people, communities, and issues at the heart of this work. They are an educator, connector, strategist, and relationship-builder who understands that building power requires both organizing people around immediate needs and helping communities envision and create a different future.

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Core Responsibilities

1. Engagement, Education & Movement Building

- Lead NJEJA's approach to engaging and educating community members, partners, students, young people, and other stakeholders and creating meaningful pathways into environmental justice work.
- Develop and implement an organization-wide engagement and education strategy that reflects NJEJA's mission, values, and theory of change.
- Build accessible pathways for people to learn about environmental justice, understand how environmental issues affect their communities, and become engaged in collective action.
- Develop and strengthen educational programming, trainings, workshops, and other learning opportunities for community members and partners.
- Represent NJEJA as a speaker, facilitator, trainer, and educator at universities, schools, community events, conferences, and other public forums.
- Serve as a primary point of contact for external education and engagement opportunities, helping NJEJA respond strategically to invitations, partnership opportunities, and requests for education or training.
- Help connect people and organizations that may not traditionally identify their work as environmental justice to NJEJA's broader movement.
- Develop partnerships that create opportunities for community education and participation, including initiatives related to clean energy, urban agriculture, tree planting, climate resilience, and other environmental justice priorities.
- Ensure that engagement and education efforts are grounded in the experiences, knowledge, and priorities of frontline communities.

2. Youth Leadership & Development

- Lead NJEJA's efforts to become a more intentionally youth-forward organization and embed youth leadership and development throughout its work.
- Develop and implement a strategy for meaningful youth engagement, leadership development, and participation in NJEJA's programs and movement-building work.
- Build relationships with youth-serving organizations, schools, colleges and universities, educators, student organizations, and other partners.
- Develop and support youth programs and leadership opportunities that connect young people to environmental justice, climate justice, organizing, civic engagement, and community leadership.
- Help NJEJA move from individual youth programs toward an organization-wide approach to youth development, ensuring that young people's leadership is integrated across programs and reflected in NJEJA's theory of change.
- Identify opportunities to invest in trainings, leadership development, mentorship, and other supports that enable young people to participate meaningfully in opportunities for environmental education and training..



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- Ensure youth perspectives and leadership inform NJEJA's broader organizing, policy, communications, and programmatic strategies.
- Help the organization build the internal capacity, partnerships, and practices needed to sustain youth-forward work over time.

3. Workforce Development & Partnerships

- Lead NJEJA's workforce development relationships and help position the organization as a connector and convener for equitable environmental and climate workforce opportunities.
- Build and maintain relationships with workforce development organizations, educational institutions, labor partners, employers, community-based organizations, and other stakeholders.
- Continue to develop NJEJA's role as a trusted container and connector for environmental and climate workforce development.
- Identify opportunities to connect environmental justice communities with education, training, career pathways, and economic opportunities in the clean energy and climate sectors.
- Develop partnerships that expand access to workforce training and employment opportunities for people and communities historically excluded from the benefits of the emerging clean energy economy.
- Help integrate workforce development into NJEJA's broader environmental justice and economic justice strategies.
- Represent NJEJA in workforce development coalitions, advisory groups, educational settings, and other external forums.
- Identify emerging opportunities for partnerships, programs, and funding that advance NJEJA's workforce development goals.

4. Organizational Integration, Fund Development & Leadership

- Serve as a member of NJEJA's leadership team and help ensure that engagement, education, organizing, policy, communications, and programmatic work reinforce one another.
- Participate actively in leadership team discussions, organizational planning, strategy development, and decision-making.
- Help the organization map and integrate new programs, partnerships, and grant-funded initiatives into NJEJA's overall strategy and theory of change.
- Work across departments to ensure that engagement and education are meaningfully integrated into NJEJA's programming rather than operating as separate functions.
- Identify opportunities to braid resources, partnerships, and programming across multiple areas of the organization.
- Support fund development by identifying funding opportunities, contributing to grant proposals, developing program narratives, and cultivating relationships with funders and partners.



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- Track grant deliverables and timelines related to the Director's portfolio and contribute to grant reporting and evaluation.
- Help establish systems and processes that allow new initiatives to be implemented effectively and sustainably.
- Collaborate with the Executive Director, Deputy Director, and other members of the leadership team to advance organizational priorities.
- Take on other strategic projects and organizational responsibilities as needed.

What We're Looking For

NJEJA is seeking a collaborative, creative, and relationship-centered leader who understands that engagement is about building power, not simply increasing participation. The ideal candidate will bring a combination of educational expertise, community engagement experience, strategic thinking, and a deep commitment to environmental justice.

We are especially interested in candidates who bring:

- Significant experience in education, community engagement, organizing, youth development, workforce development, or a related field.
- A demonstrated commitment to environmental justice, climate justice, racial justice, economic justice, or related movements.
- Experience designing or leading educational programs, trainings, leadership development initiatives, or community learning opportunities.
- Experience building authentic relationships across sectors and bringing together people and organizations that do not traditionally work together.
- Experience working with young people and a strong understanding of youth leadership and development.
- Experience developing partnerships with schools, colleges and universities, workforce organizations, community-based organizations, labor, or other institutions.
- The ability to translate complex environmental, climate, energy, or policy issues into accessible and engaging learning experiences.
- Strong facilitation, public speaking, relationship-building, and communication skills.
- Experience managing grants, budgets, deliverables, and/or program reporting.
- The ability to think strategically while also building the relationships and systems needed to turn strategy into action.
- A collaborative leadership style and the ability to work across multiple programs and constituencies.
- A genuine passion for environmental justice and a belief in the power of communities to create change.

Leadership at NJEJA

As a member of NJEJA's leadership team, the Director of Engagement will help shape not only the work of their portfolio but the direction of the organization as a whole. This includes contributing to organizational strategy, helping identify emerging opportunities, supporting cross-program integration, and strengthening the infrastructure needed for NJEJA to grow its



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impact. The Director will report to the Deputy Director and work closely with the Executive Director and other members of the leadership team. The role will have significant external-facing responsibilities and will be expected to cultivate relationships that expand NJEJA's reach, partnerships, resources, and movement-building capacity.

Salary and Benefits

This is a full-time, grant-funded, exempt position with matched 401k, paid holidays, and competitive benefits, including Health, Vision, Dental, Commuter, and Wellness. Health benefits begin on day one of employment. In addition, room, board, meals, and incidentals are covered during travel on behalf of the organization. The starting salary will range from \$85-95k yearly, depending on experience and qualifications. Employees are evaluated annually for pay raises. There is ample opportunity for professional development and growth within the organization.

Application Process

To apply, please submit your resume along with a brief cover letter describing your interest in the position. You may combine the resume and cover letter into one attachment. Applications will be accepted until the position is filled. Applicants can submit applications to jobs@njeja.org with "Director of Engagement" in the subject line.

Equal Opportunity Statement

NJEJA is committed to equal opportunity and to creating an environment where every person is treated with dignity, respect, and fairness.

NJEJA does not discriminate on the basis of race, color, creed, religion, national origin, nationality, ancestry, age, sex, pregnancy, childbirth or related medical conditions, sexual orientation, gender identity or expression, disability, genetic information, atypical hereditary cellular or blood traits, marital status, domestic partnership or civil union status, familial status, veteran status or liability for military service, citizenship or immigration status, or any other characteristic protected by applicable federal, state, or local law.

NJEJA recognizes that systemic barriers have historically excluded many people from professional environments and leadership opportunities. We strive to make our recruitment and engagement practices accessible and inclusive, and we encourage applications from people whose experiences, perspectives, and communities have been underrepresented in the environmental movement and nonprofit sector. We especially welcome applications from people whose communities are on the frontlines of environmental injustice.