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**ADVANCING THE REGIONAL GREEN JOBS AGENDA**  
**Department of Natural Resources and Parks**  
**King County, WA**

*In 2019, King County, Washington passed a green jobs ordinance. Promoting green job growth, the greening of existing jobs, and equitable access to green career pathways are key components of the county's Strategic Climate Action Plan. The FUSE Executive Fellow will support county officials in setting and advancing the regional green jobs agenda and facilitating public-private partnerships and regional collective action to achieve green employment goals.*

**ABOUT THE FUSE EXECUTIVE FELLOWSHIP**

FUSE Corps is a national nonprofit working to expand social and economic opportunities, particularly for communities that have been limited by a history of systemic and institutionalized racism. FUSE partners with local governments and communities to more effectively address pressing challenges by placing experienced professionals within city and county agencies. These FUSE Executive Fellows lead strategic projects designed to advance racial equity and accelerate systems change. Since 2012, FUSE has led over 250 projects in 40 governments across 20 states, impacting the lives of 25 million people.

When designing each fellowship project, FUSE works closely with government partners and local stakeholders to define a scope of work that will achieve substantive progress toward regional priorities. FUSE then conducts an individualized search for each project to ensure that the selected candidate has at least 15 years of professional experience, the required competencies for the role, and deep connections to the communities being served. They are data-driven and results-oriented and able to effectively manage complex projects by developing actionable roadmaps and monitoring progress to completion.

Executive Fellows are hired as FUSE employees and embedded in government agencies for at least one year of full-time work. Throughout their fellowships, they receive training, coaching, and professional support from FUSE to help achieve their project goals. FUSE Executive Fellows bring diverse perspectives and new approaches to their projects. They build strong relationships with diverse arrays of stakeholders, foster alignment within and across various layers of government, and build partnerships between governments and communities.

**PROJECT CONTEXT**

According to King County Washington's [2019 Green Jobs Ordinance](#), jobs focused on energy efficiency pay more than the national median wage, but women and BIPOC communities are frequently excluded from these employment opportunities. As the county implements its [Strategic Climate Action Plan](#) (SCAP), climate justice and equity for BIPOC and frontline communities form a cornerstone of the approach.

As part of the King County climate justice framework, the [Department of Natural Resources and Parks](#) (DNRP) implements the county's green jobs initiatives. The green jobs program team aims to foster climate-focused careers both within and outside of government. For example, they work with King County Human Resources, [Executive Services](#), [Local Services](#), and [Metro](#) to identify green career pathways in government, educate members of frontline communities on how to identify and apply for green career opportunities, and make these roles more accessible to BIPOC individuals. They also adopt a public-private partnership approach to promote green investment, build skills, and foster sustainable economic opportunity. Throughout these approaches, the green jobs team centers the needs of Black and indigenous residents and job seekers, especially those who fall in the "Middle Skill" category (i.e., completed high school but did not complete college). Run on a biennial strategy cycle, the green jobs team is thinking through the next iteration of the strategy.

The City of Seattle’s [Green New Deal resolution](#) and [executive order](#) directs all City departments to work together with the [Green New Deal Oversight Board](#), the [Environmental Justice Committee](#), and other key stakeholders to advance our shared goals.

This bold leap towards a climate pollution-free city aims to create jobs and advance an equitable transition from fossil fuels to renewable energy by prioritizing investments in communities historically most harmed by economic, racial, and environmental injustices.

The Port of Seattle, pursuant to RCW 54.08.245, declared in Resolution No. 3776 a commitment to the identification of opportunities for the Port to promote an inclusive green economy through innovative workforce training and career pathways that further advance opportunities for port-related activities to advance the region’s sustainability and climate change resilience.

King County, the City of Seattle, and the Port of Seattle will partner with FUSE Corps to develop a strategic plan for the next two years, foster alignment between all three entities’ green job strategies, create a funding plan to execute the strategy, and launch a platform for regional green employment stakeholders to collectively advance their agenda. This work will ensure the region’s transition from a community that is vulnerable to climate change to one that is climate resilient and that centers inclusive, climate-positive employment in a low-carbon economy.

#### **PROJECT SUMMARY & POTENTIAL DELIVERABLES**

*The following provides a general overview of the proposed fellowship project. This project summary and the potential deliverables will be collaboratively revisited by the host agency, the fellow, and FUSE staff during the first few months of the fellowship.*

Starting in February 2023, the FUSE Executive Fellow will cultivate relationships with a range of green employment stakeholders including multiple governments (e.g., King County, the City of Seattle, Port of Seattle, and local tribal governments), community-based organizations (e.g., workforce development councils, environmental justice organizations), and the private sector. The Executive Fellow will gain an understanding of the strengths, opportunities, gaps, and constraints shaping stakeholders’ ability to create green jobs, green existing jobs, and facilitate frontline and BIPOC communities’ access to green careers. The FUSE Executive Fellow will also conduct extensive research on best practices and promising approaches to promoting green career growth in cities, rural areas, and tribal nations that are comparable to King County, Washington’s diverse composition of communities.

Next, the Executive Fellow will work with King County government stakeholders (with an emphasis on Human Resources, Executive Services, Local Services, Metro, and DNRP), City of Seattle government stakeholders (with an emphasis on Office of Economic Development, Office of Sustainability & Environment, Seattle City Light, Seattle Public Utilities, and the Department of Facilities and Administrative Services), and Port of Seattle government stakeholders (with an emphasis on the Office of Equity, Diversity, and Inclusion and the Office of Engineering, Environment and Sustainability) to develop a strategic plan to promote green jobs and equitable green career access regionally, through both internally to King County government and in external policies, programs, and platforms to promote regional green jobs agenda. This agenda should align with the City of Seattle’s Green New Deal programming and the Port of Seattle’s green jobs initiatives to ensure a joint strategy. The strategic plan should identify and fill gaps and opportunities in King County’s regional green jobs ecosystem and should not replicate or compete with external partners. Based on the details of the strategic plan and existing funding streams, the Executive Fellow will also develop a funding plan to fill staff and financial resource gaps.

Finally, the Executive Fellow will design and launch a collective action platform where regional governments (including county, city, port, and tribal representatives), community-based organizations, and the private sector can work together to advance the regional green employment agenda. This platform should include knowledge

and opportunity sharing, program and policy co-creation, and a practical approach to racial equity within the green jobs space. Participants will center green jobs that provide living wages for middle skill workers as well as eliminating barriers for BIPOC and frontline communities in accessing green skills and careers.

#### KEY STAKEHOLDERS

- **Project Supervisor – Michael Carter**, *Green Jobs Program Manager*; Department of Natural Resources and Parks
- **Project Stakeholder – Tiffany Sevilla**, *Program Manager & Data Analyst (Maritime & Green Jobs Workforce Development)*, *The Port of Seattle*
- **Project Stakeholder – Vin Valentino**, *Green Economy Advisor*, *City of Seattle, Office of Economic Development*
- **Project Executive Sponsor: Mo McBroom**, *Deputy Director, DNRP*

#### QUALIFICATIONS

In addition to the qualifications listed below, a background in **green workforce development, environmental justice, and public-private partnership development** is strongly preferred for this project.

- Synthesizes complex information into clear and concise recommendations and action-oriented implementation plans.
- Develops and effectively implements both strategic and operational project management plans.
- Generates innovative, data-driven, and result-oriented solutions to difficult challenges.
- Responds quickly to changing ideas, responsibilities, expectations, trends, strategies and other processes.
- Communicates effectively both verbally and in writing, and excels in both active listening and conversing.
- Fosters collaboration across multiple constituencies in order to support more effective decision making.
- Establishes and maintains strong relationships with a diverse array of stakeholders, both inside and outside of government, and particularly including community-based relationships.
- Embraces differing viewpoints and implements strategies to find common ground.
- Demonstrates confidence and professional diplomacy, while effectively interacting with individuals at all levels of various organizations.

*FUSE Corps is an equal opportunity employer with core values of diversity, equity, and inclusion. We encourage candidates from all backgrounds to apply for this position.*