



REDWOOD COAST
Energy Authority

Director of Engagement & Regional Climate Planning

Position Announcement. Open Until Filled | First Review of Applications: August 3, 2026.

Redwood Coast Energy Authority (RCEA) is seeking a dynamic and talented candidate for the role of Director of Engagement and Regional Climate Planning. The Director will provide oversight into all functions and activities within RCEA's newly created Engagement and Regional Climate Planning department. This newly created department is dedicated to enhancing awareness of RCEA and climate work throughout the community and increasing the capacity of our region to accomplish climate goals. Activities will include Community Outreach, Regional Climate Action Planning, and Offshore Wind Advocacy.

RCEA is a local government joint powers agency located in Eureka, in beautiful Humboldt County, California.



About RCEA

RCEA was formed in 2003 by the County of Humboldt and incorporated cities within the county to create a local government organization devoted to developing and implementing sustainable energy initiatives that reduce energy demand, increase energy efficiency, and advance the use of clean, efficient, and renewable resources available in the region.

RCEA implements energy efficiency projects and programs through our Customer Programs department, which are supported through ratepayer funding from the California Public Utilities Commission, partnership programs with Pacific Gas and Electric Company, RCEA's Community Choice Energy Program, and various grants. These include a wide and expanding range of residential, commercial, and public agency services to promote energy efficiency, electrification, demand response, decentralized renewable energy production and storage, and more with the overall goal of reducing greenhouse gas emissions.

Redwood Coast Energy Authority's mission and purpose as established through the formation of the Joint Powers Agency is to:

"Develop and implement sustainable energy initiatives that reduce energy demand, increase energy efficiency and advance the use of clean, efficient and renewable resources available in the region."



The Ideal Candidate

This is a department head classification that oversees, leads, and participates in all activities of the Engagement and Regional Climate Planning Department, including short- and long-term planning as well as development and administration of departmental policies, procedures, and services. The Director is accountable for accomplishing operational goals and objectives and serves as an advisor and contributor to executive management and Board of Directors on policies, procedures, and major RCEA programs/initiatives

Specific activities include:

- Assume full management responsibility for all Engagement and Regional Climate Planning Department programs, services, and activities, including community engagement, outreach, communications, and regional coordination functions.
- Provide executive level direction for marketing, public education, and community outreach activities supporting RCEA programs and services; ensures alignment and consistency of messaging, branding, and engagement strategies across RCEA.
- Launch implementation of the first-ever Humboldt Regional Climate Action Plan (RCAP); collaborate with the County of Humboldt and Cities, providing high-level policy direction and administrative oversight of the RCAP; develop a work and funding plan for the RCAP Administrator; ensure RCAP work is aligned with strategic objectives, Board policies, and jurisdictional agreements.
- Lead or support RCEA involvement with offshore wind development, including collaboration with local stakeholders and leaders, and representing RCEA's interest in local, statewide, and federal planning efforts related to offshore wind development.
- Directly support the RCEA's Community Advisory Committee, including staffing their regular meetings, and advising on ways to make CAC involvement meaningful and representative of our community.



(Duties are illustrative and may vary, please review full Job Description for more information)

Redwood Coast Energy Authority

Candidates with any of the following experience are encouraged to apply:

- Principles and practices of climate change planning and project management.
- Federal, State, regional, and local regulations pertaining to climate change.
- Principles and practices of community engagement and marketing.
- Techniques for providing a high level of customer service, by effectively dealing with the public, vendors, contractors, and Agency staff.
- Principles and practices of grant writing, funding source identification, and strategies for securing and maintaining funding to support organizational programs and initiatives.

Candidates with the following characteristics may excel in this role:

- Manage multiple priorities, meet deadlines, and quickly adapt to changing priorities.
- Thorough, detail-oriented, and a self-starter.
- Strong written and verbal communication skills.
- High level of integrity, learns quickly, easily adapts to changes, and is customer service-oriented.
- Facilitate constructive dialogues, build trust among diverse groups, and achieve consensus while maintaining positive working relationships.

Education and Experience:

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

- Equivalent to a bachelor's degree in business or public administration, organizational development, planning, environmental sciences, or a closely related field and 10 years progressively responsible and varied experience in organizational or municipal management



Compensation & Benefits

Salary

\$130,233.52 to \$202,034.93 annually, plus RCEA standard benefits package.

Appointments typically start at the beginning of the pay range.

Retirement

RCEA contributes \$4,000/year and an amount equal to up to 4% of employees' gross salary to a 401(b) deferred compensation plan. Employees have the option of participating in 457(b) deferred compensation plan, RCEA will match up to 3% of voluntary contributions.

Insurance

Employer-paid health, vision, and dental insurance is available for employees and their qualified dependents. RCEA will pay 100% of the monthly premiums for eligible employees and 50% of the monthly premiums for their dependents. Voluntary insurance plans are also available through payroll deductions.

Paid Leave

12 days of vacation per year, increases with time in service; 12 holidays per year; and 7 hours sick leave per month.



How to Apply

Applicants must submit an RCEA Employment Application, resume and cover letter to RCEA, 633 3rd Street, Eureka, CA 95501 or to hr@redwoodenergy.org, Attn: Director of Engagement and Regional Climate Planning. Incomplete application packages are subject to disqualification. Please include position #309 in your cover letter and in the subject line if you submit your application by email. Application forms are available at www.redwoodenergy.org/employment/



Work Location and Schedule

This position is an Exempt full-time assignment, scheduled for 34 hours per week. This position will perform most of their work at RCEA's central office location in Eureka, CA.

Work hours are generally 8:30 am-5:00 pm Monday through Thursday. This position may also be expected to participate in weekend, evening, and holiday meetings and events, as scheduled, throughout the year.

EQUAL EMPLOYMENT OPPORTUNITY/EMPLOYMENT ELIGIBILITY

The Redwood Coast Energy Authority is committed to a diverse workforce and is an equal opportunity employer. RCEA maintains and promotes a policy of nondiscrimination and anti-harassment based on race, religion or religious creed, color, age, sex, gender, sexual orientation, national origin, ancestry, marital status, medical condition, mental or physical disability, military service, or any other classification protected by federal, state, or local laws in its process of recruitment, selection, promotion, or other conditions of employment.

Reasonable accommodation may be made in the testing procedure as well as the work site. If you need accommodation for an exam due to a disability, please contact the Human Resources office (hr@redwoodenergy.org, or 707-269-1700 x318).

All potential RCEA employees must receive DOJ fingerprint clearance and have a satisfactory driving record (if required to drive for RCEA business).

In accordance with the Immigration Reform Act of 1986, RCEA must verify, once an employment offer has been made, that all persons have written proof of their right to work in the United States. THE PROVISIONS OF THIS BULLETIN DO NOT CONSTITUTE A CONTRACT, EXPRESSED OR IMPLIED, AND ANY PROVISIONS CONTAINED IN THIS BULLETIN MAY BE MODIFIED OR REVOKED.

