



Water Justice Specialist

Using science and law, Bayou City Waterkeeper (BCWK) works with local communities to protect and restore our natural systems, achieve equitable policy solutions, and advance systematic change to benefit all who live within the Lower Galveston Bay watershed. Our activities include policy analyses and power mapping, targeted litigation, and the development of focused advocacy campaigns to drive local and regional change. Our efforts center on ensuring equal protection from environmental hazards, promoting nature-based solutions for climate adaptation, and providing opportunities for meaningful community involvement in decisions that affect environmental health.

Initiated as a part-time fellowship in March 2020, this position has worked to root out injustices in local water infrastructure and pollution, primarily through mapping, data analysis, and visualizations. As this role becomes a full-time position, the Water Justice Specialist will more broadly support our collaborative work to advance water justice, infrastructure justice, flood equity, and just climate transitions through mapping, data analysis, visualizations, strategic communications, and community outreach.

Our ideal candidate will have a demonstrated interest in building community partnerships and implementing visualization tools such as story maps and mapping.

Essential Responsibilities

As a full-time employee, the Water Justice Specialist will:

- Conduct research to highlight and explain water, infrastructure, flood, and climate injustices and inequities in our watershed
- Draft reports and factsheets to identify and further policy and legal analysis
- Provide technical support to data to action community-based organized initiatives
- Research, write and synthesize surveys, and develop actions and outcomes for varying audiences, in particular communities of color and environmental justice and frontline communities
- Identify, engage and build partnerships with stakeholders, including community based and grassroots organizations and general public
- Support community engagement, public-facing communications, and outreach through analysis, visualizations, story mapping, power mapping, and organizing
- Maintain regular communications with community members as strategic liaison in building a collaborative vision for water justice, across sectors in environmental justice and conservation

- Support community members to identify, advocate, and strategize solutions collectively to reduce inequities in our watershed
- Identify community needs and asks to ensure healthier environment and communities
- Compile information in compelling metrics to translate and further policy advocacy
- Assist with grant reporting, data collection, storytelling on social media
- Create visualizations and exhibits to support legal teams' needs
- Represent BCWK in community and organizational partners' meetings

Qualifications

1. Demonstrated passion for and commitment to clean water, healthy ecosystems, resilient communities, and environmental justice
2. High school diploma or equivalent required, bachelor's degree or higher preferred
3. Excellent verbal and written communication skills
4. Ability to think creatively and strategically
5. Knowledge of EPA tools such as EJ Screen, CDC SVI, FEMA FIRMs, and more up to date floodplain maps, and other publicly available environmental justice tools
6. Working knowledge of Microsoft Office, Google Workspace, and other collaborative software
7. Experience with ArcGIS and other open source mapping software preferred
8. Ability to work effectively independently (with minimum supervision), and within a team environment
9. Spanish language fluency or fluency in other major language spoken in Houston is a plus
10. Ability to drive

Compensation: \$40,000 to \$45,000, depending on experience, plus benefits (including subsidized group healthcare, dental and vision coverage, IRA contribution, negotiable flex hours, and paid holidays & leave). This is a full-time, at-will, exempt position. Salary depends on qualifications and experience.

Bayou City Waterkeeper is a growing and dynamic organization, with a friendly, supportive, and collaborative working environment. This position will function as a vital part of our hard-working team, and provide input to the organization's ongoing activities. Initiative will be encouraged, and enthusiasm and a positive attitude are a must. If you are passionate about clean water and protecting this dynamic watershed, please send a resume and introductory letter explaining your interest to careers@bayoucitywaterkeeper.org. Emails with questions are welcome - no phone calls, please.

We value people of all experiences, backgrounds, and perspectives and strive to cultivate leadership from the ground up. All qualified applicants will receive consideration without regard to race, color, national origin, sex, religion, age, disability, political belief, sexual orientation, gender identity, veteran or military status, genetic information, and marital or familial status

Bayou City Waterkeeper is an equal opportunity employer.