

## CITY OF HAYWARD

SUSTAINABILITY SPECIALISTDEFINITION

To perform a variety of tasks coordinating the City's sustainability and climate action programs; to research, collect, and analyze data and prepare draft reports; to track and report operational statistics; to develop and implement community outreach activities; and to provide technical assistance to management.

DISTINGUISHING CHARACTERISTICS

Sustainability Specialist - This journey-level classification performs a wide variety of complex, non-routine functions in support of the assigned department. Incumbents require knowledge of basic principles and methods of one or more technical or professional fields in order to perform the duties and functions of the position. This position is distinguished from similar City-wide classifications in that it has responsibility for a specialized program. Advancement from the journey level to the Senior Sustainability Specialist level is in accordance with City policies and procedures, including receiving recommendation for advancement from the respective Department Director or designee.

Senior Sustainability Specialist - Positions in this class are flexibly staffed and may be filled by advancement from at least three (3) years of experience at the lower level of Sustainability Specialist or by candidates possessing at least three (3) years of experience equivalent to that of a Sustainability Specialist, demonstrating the ability to perform the Senior Sustainability Specialist duties. This advanced journey-level classification is distinguished from the Sustainability Specialist position by the level of responsibility assumed, difficulty and complexity of work performed, independence of action taken, and by the nature of the public contact made. Employees are required to be fully trained in all procedures related to assigned area of responsibility and perform the most difficult and responsible types of duties assigned to classes within this series including analysis and administration. Incumbents exercise a high degree of responsibility for coordinating and administering multiple specialized programs.

SUPERVISION RECEIVED

Receives general supervision from assigned supervisory personnel.

SUPERVISION EXERCISED

May exercise administrative supervision over assigned staff, which includes outlining work assignments and occasionally reviewing work in progress and upon completion.

### ESSENTIAL DUTIES

Duties may include, but are not limited to, the following:

Implement a wide range of long and short-term sustainability projects and programs to help implement the Climate Action Plan (CAP).

Create and maintain databases and complex spreadsheets for tracking various project data; greenhouse gas emissions inventory data; and Climate Action Plan progress.

Develop, coordinate, and implement program activities of a technical area of assignment related to department activities and programs.

Respond to requests for documentation related to assigned area of responsibility; explain and interpret assignment area policies and procedures to internal or external customers.

Perform and conduct studies, special projects, administrative and technical functions; perform data collection, research and analysis; prepare draft reports and technical documents; provide project oversight for the less complex or community projects.

Produce and provide educational and outreach material including flyers, brochures, presentations, displays, news articles, and social media posts to the general public.

Assist with the development of requests for proposals and contract administration.

Plan, prioritize, assign, supervise and review the work of administrative support staff involved in duties related to area of assignment.

Establish and maintain systems related to assigned technical area of responsibility; monitor area activities and report progress as required.

Ensure areas of responsibilities are in compliance with related laws, codes, ordinances, and legislation; advise staff of any irregularities in compliance.

Review, verify and process documents related to department activities including budgets, contracts, grants, claims, legislation, purchasing, and other specialized documents based on area of assignment.

Establish and maintain a wide variety of complex filing and reporting systems as necessary; develop record keeping procedures; provide relevant information to relevant parties; prepare and type correspondence; compile and type reports.

Compile and develop information for special studies and reports from a variety of resources; collect, compile and report findings and recommendations.

ESSENTIAL DUTIES (continued):

Assist with the testing, implementation and maintenance of new/upgraded software technologies and systems; maintain a variety of databases.

Assist supervisor and managers with a variety of administrative operations; prepare, recommend and implement procedural modifications.

Coordinate and assist in the development and administration of a department budget, and as assigned, preparation of grant and loan documents; prepare budget reports; compile annual budget requests; monitor and classify expenditures; track and reconcile bills; produce budget reports; and research and resolve discrepancies.

Develop and implement assigned public outreach events and activities, some of which may occur simultaneously.

Draft and process authorized consultant and service agreements.

Seek grant opportunities and write grant applications.

Keep notes and provide summaries of meetings attended.

Represent the City at countywide public education and outreach meetings, review collaborative projects and provide comments that support City standards, professionalism, goals and initiatives.

Write electronic newsletter articles on assigned topics.

Create web pages, flyers, brochures, and assist with the development of educational and training videos as needed.

Represent the City at local and regional events and festivals.

Assist with volunteer recruitment.

Implement community programs, as assigned, including preparation of reports, outreach materials and program records.

Independently respond to letters, e-mail, general correspondence, and drop-in visitors from the public based on areas of assignment.

Coordinate and prepare reports and presentation materials for City staff, community groups, and appointed or elected bodies. Make presentations to City staff, community groups, and appointed or elected bodies.

ESSENTIAL DUTIES (continued):

May perform a wide variety of complex, responsible, secretarial, administrative and technical duties for executive staff and other management personnel including providing routine analytical support.

Build and maintain positive working relationships with co-workers, other City employees and the public by using principles of good customer service, providing leadership and promoting teamwork.

Perform related duties as assigned.

JOB RELATED AND ESSENTIAL QUALIFICATIONS

Knowledge of:

Principles and practices of administrative and/or technical area to which assigned.

Principles and practices of intermediate analytical research and project coordination.

Modern office equipment, methods, procedures, and computer hardware and software.

Principles of budget monitoring.

Techniques and principles of effective interpersonal communication.

Principles and methods of business letter and report writing.

Principles and practices of safety management.

Pertinent local, state and federal laws, codes, ordinances, City functions, policies, rules and regulations.

General functions and objectives of municipal government.

Research methods and techniques.

Computer software, including word processing, data base, spreadsheet and presentation applications.

English usage, spelling, punctuation and grammar, arithmetic, basic mathematical calculations, statistics and statistical methods.

Report writing techniques.

JOB RELATED AND ESSENTIAL QUALIFICATIONS (continued):

Ability to:

Provide leadership and promote teamwork.

Plan, assign, direct and review the work of others.

Train others in departmental and program specific policies and procedures.

Independently perform a variety of technical duties including research, compilation and report development in support of assigned department or program.

Intermittently review documents related to department operations; observe, identify and problem solve office operations and procedures; understand, interpret and explain department policies and procedures; explain operations and problem solve office issues for the public and with staff.

Operate a personal computer utilizing spreadsheet, word processing and database software at an intermediate to advanced level.

Collect, compile, analyze and present a variety of data in a meaningful way.

Develop and implement various data collection and reporting systems.

Interpret, apply and explain laws, rules, codes, City policies and procedures.

Work with county and regional level entities and understand and apply their rules and regulations.

Understand and translate City policies and practices into everyday working practices; make sound decisions with solid problem solving methods.

Assist with supervision, training and evaluation of assigned staff, .

Understand and interpret complex policies, procedures and regulations.

Review documents and operational procedures; interpret, identify, explain and problem solve issues and recommend corrective action.

Obtain information through interview; handle multiple project assignments; and deal firmly and courteously with the public.

Analyze situations quickly and objectively to determine proper course of action.

JOB RELATED AND ESSENTIAL QUALIFICATIONS (continued):

Understand the organization and operations of the City and of outside agencies as necessary to assume assigned technical responsibilities.

Coordinate the development and monitoring of an assigned program project budget; project, track and reconcile expenses.

Compose professional quality correspondence and letters; write highly technical, detailed and analytical reports.

Maintain a high level of confidentiality of a wide range of sensitive information when involved with human resources, payroll, or other confidential issues.

Use principles of effective office safety, including use of equipment in a proper and safe manner, use of preventative personal ergonomic techniques, and maintenance of safe housekeeping in personal and common workspaces.

Be an integral team player, which involves flexibility, cooperation and communication.

Establish and maintain effective working relationships with those contacted in the course of work.

Communicate clearly and concisely, both orally and in writing.

EDUCATION AND EXPERIENCE

Any combination equivalent to experience and education that could likely provide the required knowledge and abilities would be qualifying. A typical way to obtain the knowledge and abilities would be:

Sustainability Specialist

Experience: Three (3) years of responsible high level administrative support or technical experience, preferably in the subject area to which assigned. One (1) year of lead supervisory experience is highly desirable.

Education: Equivalent to a Bachelor's degree from an accredited college with course work in sustainability, environmental science, public administration, business administration, biology or a related field based on area of assignment.

Licenses and Certificates: Possess and maintain a valid California driver's license.

EDUCATION AND EXPERIENCE (continued):

Senior Sustainability Specialist

Experience: Three (3) years of experience comparable to that of a Sustainability Specialist in the City of Hayward. One (1) year of lead supervisory experience is highly desirable.

Education: Equivalent to a Bachelor's degree from an accredited college with course work in sustainability, environmental science, public administration, business administration, biology or a related field based on area of assignment.

Licenses and Certificates: Possess and maintain a valid California driver's license.

SPECIAL REQUIREMENTS

Essential duties require the mental and/or physical ability to: inspect various building and housing sites; perform various physical activities on a regular basis including sitting, standing, walking, kneeling, reaching, turning, bending, climbing and twisting with exposure to various weather conditions; work in an office environment and use standard office equipment and current software; grasp, perform repetitive hand movements and fine coordination to prepare documents and data using a computer keyboard and mouse/trackball; periodically sit for prolonged periods of time; safely lift and move equipment and material weighing up to 35 pounds; converse by telephone, by email, in person; read and comprehend legal, technical, and complex documents; interact with the public and all different levels of City staff in an effective and professional manner. Essential functions must be performed with or without reasonable accommodation.

PROBATIONARY PERIOD: One (1) Year

T803

Created: May 2017

Revised: February 2023

EEO Code: 2

FPPC STATUS: Designated

FLSA STATUS: Non-Exempt