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CLIMATE AND ENERGY PROGRAM ASSOCIATE

February 13, 2026

San Juan Citizens Alliance is seeking a full-time Climate and Energy Program Associate based in Durango, Colorado.

WHO WE ARE

San Juan Citizens Alliance (SJCA) was formed in 1986 and advocates for clean air, pure water, and healthy lands – the foundations of resilient communities, ecosystems and economies in the San Juan Basin of southwest Colorado and northwest New Mexico. Over its 40-year history, SJCA has successfully advocated for protection of communities from the impacts of energy extraction and production, defeated proposed power plants, safeguarded undeveloped valleys, and secured permanent wildlands protections, among many other conservation victories. Our strength is premised on outreach to and engagement with local residents and communities, listening to members' concerns, and providing them the tools to effectively engage with decision-makers to implement policies that advance conservation. SJCA is headquartered in Durango, Colorado with additional staff in Farmington, New Mexico.

POSITION OVERVIEW

The Climate and Energy Program Associate focuses on public outreach, education and organizing to advance campaigns to mitigate climate change by addressing fossil fuel extraction, energy production, and electricity generation and utilization in the San Juan Basin of northwest New Mexico and southwest Colorado. The Climate and Energy Program Associate mobilizes public support for energy transition by utilities and rural electric cooperatives that advances renewable energy sources as replacement power, and supports strong local leadership for implementation of greenhouse gas emissions reduction goals. The position provides support for campaigns to reduce impacts of climate change from energy extraction and associated greenhouse gas pollution. This position provides policy support on energy and climate issues at the state legislative and agency level in Colorado and New Mexico. Additionally, at the federal level, this position works on combating extraction initiatives, supporting energy reclamation efforts, and encouraging responsible renewable development.

The ideal candidate has the passion for creating change at the local level by empowering residents to advocate for themselves and their communities. They apply expertise in community outreach and organizing in a diverse policy environment. They have the ability to communicate technical subjects in formats readily accessible by the public at large.

JOB RESPONSIBILITIES

The Climate and Energy Program Associate works across SJCA's climate and energy program work spanning the San Juan Basin of New Mexico and Colorado. The program associate works in close collaboration with SJCA's Climate and Energy Director based in Farmington. Work location is split between Farmington and the Durango office. Travel within the region is anticipated with significant presence in Farmington and surrounding communities in northwest New Mexico.

San Juan Basin Energy Transition

Amplify the public will for a diverse economy that incorporates environmental remediation and renewable energy in San Juan County, New Mexico for energy transition. Duties include:

- Recruit and organize New Mexico residents to advocate for renewable energy, and for diversified economic opportunities in northwest New Mexico.
- Respond to "energy dominance" policies designed to enable resurgence of coal, uranium, oil and gas in Four Corners region, such as efforts to extend the life of existing coal plants and coal mines.
- Help generate content and disseminate educational messaging and materials (print and online) to gather public support for transition and diversification.
- Organize outreach events, forums, tours, and other activities to advance the campaign message and implementation.
- Mobilize SJCA members and community members to participate in public agency processes, meetings with local and state officials, comment periods, and hearings.
- Build relationships with key decision-makers, opinion leaders, and influencers.
- Collaborate with allied conservation and tribal organizations in Santa Fe, Albuquerque, and elsewhere in New Mexico to advance the campaign.

Southwest Colorado Utility Transition

Spearhead efforts to support local rural electric cooperatives in their transition to clean, renewable energy sources via the following activities:

- Organize a coalition of local partners to frame and facilitate the transition of Southwest Colorado to local, renewable energy.
- Develop and implement a campaign plan for regional energy transition and engaging stakeholders in implementing the plan.
- Engage rural electric cooperative members in supporting co-op transitions to renewable energy, and identifying and supporting new co-op leaders.
- Represent SJCA in interactions with regional rural electric cooperative memberships for possible collaborations.
- Provide content for educational messaging and materials via blogs, social media and action alerts.

Climate and Energy Campaigns

Support SJCA climate and energy campaigns by identifying and elevating the voices of San Juan Basin residents in campaigns at local, state, and regional scales:

- Recruit and activate community members to advance greenhouse gas emission reductions identified in local and state action plans by encouraging decision-makers within city and county government, and state regulatory agencies.

- Network with statewide and national coalitions focused on improved greenhouse gas regulations and pollution reduction at state and federal levels.
- Participate in local, regional and national initiatives around Just Transition for impacted communities.
- Organize around oil and gas campaigns such as Resource Management Plan updates affecting Chaco and surrounding communities, scheduled oil and gas lease sales, and various development projects as they arise.

DESIRED EXPERIENCE AND QUALIFICATIONS

We are seeking a flexible, inquisitive, problem solver with outstanding people skills and organizational abilities. We encourage interested individuals to apply, even if your professional experience to date does not exactly align with all of these desired qualifications. The ideal candidate possesses:

- Passion for achieving significant climate change policies through local action.
- Several years' experience with environmental, social, and economic justice issues, particularly around aspects of climate change, energy, or local economies.
- Interest and knowledge of climate and energy public policy.
- Experience organizing, recruiting and managing volunteers.
- Comfort discussing local, state, and federal climate and energy issues with the media, business owners, local elected officials, partner organizations, and a diverse array of community members.
- Creativity and critical thinking when brainstorming and problem-solving.
- Ability to grapple with new information, quickly grasp central points, and distill that information for members and the public.
- Solid writing and editing skills.
- Strong public speaking abilities.
- Working knowledge of social media tools.
- Multi-year commitment to the position.
- Willingness to work a flexible schedule, including evenings and weekends as needed.
- Ability to travel within the region and statewide to attend meetings and represent the organization. Within region travel requires use of a personal vehicle, reimbursed for mileage, and a valid driver's license.
- Willingness to embed oneself with community supporters across the San Juan Basin including Farmington, Aztec, Durango and Cortez.

SJCA makes reasonable accommodations for applicants and candidates with disabilities. If reasonable accommodation is needed to participate in the job application or interview process, please include that request along with your application materials.

COMPENSATION

This is a full-time salaried position with generous vacation benefits accruing at 5 weeks annually to start and increasing over time. SJCA recognizes all federal holidays, and provides fully-paid health insurance premiums, dental and vision insurance, and a SIMPLE IRA program with a 3% employer

match. SJCA offers a three-month paid sabbatical after five years of employment. The position's starting salary is \$60,000 based on experience.

TO APPLY

Send a resume, along with a cover letter detailing your experience and alignment with the position's requirements, to info@sanjuancitizens.org. Include the subject line "Climate and Energy Program Associate." Applications will be reviewed starting March 6, 2026.

SJCA's core values lead us to seek a broad range of perspectives and backgrounds to achieve our mission and to maintain an inclusive environment where all staff are valued and respected. As an equal opportunity employer, we are committed to employment practices that ensure that employees and applicants for employment are given equal opportunities without regard to race, color, national origin, ancestry, sex, age, religion, physical or mental disability, medical condition, veteran status, marital status, pregnancy, sexual orientation, gender identity, gender expression, genetic information or any other factor specified under applicable laws that is not related to the position.