



# City of Tempe

## SUSTAINABILITY & RESILIENCE DIRECTOR

### JOB CLASSIFICATION INFORMATION

<i>Job Code:</i>	568	<i>Department / Office:</i>	Sustainability & Resilience
<i>Supervision Level:</i>	Director	<i>State Retirement Group:</i>	ASRS
<i>Status:</i>	Unclassified**	<i>Market Group:</i>	Deputy City Manager
<i>Safety Sensitive / Drug Screen:</i>	No	<i>Physical:</i>	No

Click [here](#) for more job classification information including current salary range.

**\*\*This classification is unclassified which means the employee, or the City can terminate the employment relationship at any time, for any or no reason, with or without cause or notice.**

### REPORTING RELATIONSHIPS

Receives general supervision from the Deputy City Manager or from other senior management staff. May exercise direct or functional/technical supervision over professional, technical, and administrative staff.

### MINIMUM QUALIFICATIONS

<i>Experience:</i>	Five (5) years of project coordination experience in urban sustainability initiatives for the private or public sector. Grant writing or experience with applying for grants in a professional position preferred.
<i>Education:</i>	Bachelor’s degree in Sustainability, Public Administration, or degree related closely to the core functions of this position. Master’s degree is preferred.

### ESSENTIAL JOB FUNCTIONS

Essential job functions are the fundamental duties of a position: the things a person holding the job absolutely must be able to do.

To actively support and uphold the City’s stated mission and values. To plan, organize and administer the activities and operations of the Office of Sustainability & Resilience.

The Sustainability & Resilience Director is responsible for the coordination, development, administration and integration of sustainability policies and practices across departments for the City of Tempe and for fundraising, executing and monitoring sustainability projects and leveraging research projects. The Director is responsible for the establishment of a well-organized, results-oriented and cohesive sustainability plan and work program in all relevant urban domains and to implement initiatives, priority policies and administrative directives. The Sustainability Program will reflect a balanced approach to building and sustaining a livable and inclusive community.

## OTHER DUTIES AS ASSIGNED

Please note this job description is not designed to cover or contain a comprehensive listing of all activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

- Administer, plan, and direct the activities of the Office of Sustainability and Resilience.
- Direct, oversee and participate in the development of work plans; assign work activities, projects and programs; monitor workflow; review and evaluate work products, methods and procedures.
- Work closely with the City Council, City Manager, Deputy City Manager(s), advisory groups and City staff and act as a subject matter expert for development of sustainability-related policies, practices, programs, procedures and initiatives.
- Actively partner with outside agencies, governments and stakeholders to achieve sustainability outcomes in the areas of local food production, public health promotion, sustainable mobility, solid waste diversion and recycling, water conservation, green stormwater infrastructure, urban forestry renewable energy and other sustainability and resilience issues.
- Establish meaningful performance measure for effective sustainability decision-making and properly track and report the City's progress towards established sustainability outcomes.
- Assess, integrate, implement and recommend modifications to current sustainability policies and initiatives based on experience, expertise, analysis, and national and international best practices.
- Evaluate, respond, and recommend responses to proposed projects, programs, ordinances, legislation, and rules of interest that might improve the sustainability outcomes of the City of Tempe.
- Develop and update a strategic climate action plan and Sustainability and Resilience Office update based on goals and priorities of decision makers and the public.
- Seek various grant related opportunities, prepare grant submittals, and monitor performance of Sustainability and Resilience Office related grants
- Develop sustainability projects, together with city administration and in collaboration with the Julie Ann Wrigley Global Future Laboratory and other units at ASU, from proposal writing to implementation. Define and manage project scope, strategy, budget, and expectations.
- Coordinate activities with appropriate Council sub-committees and boards/commissions, as necessary.
- Provide information and make recommendations to the Deputy City Manager, City Manager and Council, as appropriate, for future decision making. Formulate new policies in response to Council direction.
- Work in close cooperation with Department Directors to further the sustainability objectives of the City.
- Prepare Council reports, memos and other forms of communication.
- Attend City Council, board/commission, neighborhood and various other meetings as required.
- Support and represent City Council and management policies and practices to the public and other City employees.
- Support sustainability-related public awareness and educational campaigns.

- Maintain sustainability policy activities, program services, personnel, fiscal resources and customer service systems.
- Performs other duties as assigned.

## COMPETENCIES

<i>CLASSIFICATION LEVEL</i>	<i>INCLUDES</i>	<i>COMPETENCIES</i>
Foundational	All Employees	Inclusion, Communication, Interpersonal Skills, Integrity, Professionalism, and Willingness to Learn
Non-Supervisory	In Addition >	Teamwork, Customer Service, Initiative, and Dependability / Reliability
Supervisory	In Addition >	Staffing, Monitoring Work, Delegating, Development / Mentoring, and Support Others
Manager	In Addition >	Preparing / Evaluating Budgets, Monitoring / Controlling Resources, and Motivating / Inspiring
Deputy Director	In Addition >	Entrepreneurship and Networking
Director	In Addition >	Organizational Vision

*For more information about the City of Tempe's competencies for all classifications:*

[City of Tempe, AZ : Competencies](#)

## JOB DESCRIPTION HISTORY

*Effective June 2018*

*Revised November 2021 (update job title)*

*Revised April 2023 (updated reporting relationships and job duties/responsibilities)*