



CITY OF  
BAINBRIDGE ISLAND  
Washington

**CLIMATE AND SUSTAINABILITY  
MANAGER**

**\$109,745 - \$137,616**

*Plus Excellent Benefits.*

Applications Accepted Through:

**November 3, 2024**

(First Review, Open Until Filled)

**PROTHMAN**



## COMPENSATION & BENEFITS

- **\$109,745 - \$137,616 DOQ**
- This position is eligible for a hybrid schedule.
- Medical, dental, and vision insurance.
- Life and long-term disability insurance.
- Washington PERS.
- Deferred compensation with \$200 monthly employer match.
- Optional pre-tax programs including FSA, HSA and AFLAC.
- Optional guaranteed education tuition payroll deduction.
- Employee Assistance Program.
- Commute trip reduction incentive.
- Wellness program.
- Vacation from 9.2 – 17 hours per month; increases with longevity.
- Vacation bank upon hire and accrual rate commensurate with experience may be offered.
- Sick leave at 8 hours per month.
- 12 paid holidays, plus 1 floating holiday.
- 48 hours per year of exempt leave.
- To view the detailed benefits provided, please view the attachment found [here](#).

## THE COMMUNITY



The City of Bainbridge Island is located 35 minutes by ferry from Seattle on ancestral territory of the suqʷabš “People of Clear Salt Water” (Suquamish People). Bainbridge Island has an area of

26 square miles, with 52 miles of shoreline, dense forests, mostly suburban development patterns, and an estimated population of 25,000. The City Council recently identified implementation of the City’s 2020 Climate Action Plan and 2022 Sustainable Transportation Plan as among their highest priorities. The emphasis on climate and sustainability also came through in a community values survey that revealed that residents’ commitment to preserving the sense of community and green spaces - agricultural land, forests, parks, and trails. Almost 60 percent of residents hold professional or management positions, resulting in significantly higher median household incomes than the national average. Employment on the island comes from a mixture of retail shops, service and homebased businesses, manufacturing, government, education, and healthcare.

To learn more about the Bainbridge Island community, please visit:

[www.bainbridgewa.gov](http://www.bainbridgewa.gov)

[www.visitbainbridgeisland.org](http://www.visitbainbridgeisland.org)



## THE CITY

The City of Bainbridge Island has comprised the entire island since 1991 when the City of Winslow—then the urban center—annexed the rest of the island to better manage growth from an island-wide perspective. The City Manager reports to and is appointed by the City Council. The City Council’s seven members are elected in non-partisan elections for four-year staggered terms. As a non-charter code city, the municipal corporation provides services in the areas of Public Safety, Planning, Public Works, and Municipal Court. Fire and Parks are separate taxing districts. The City operates with 141 FTEs on an annual operating budget of \$36.9 million, and continues to hold a financially stable position.



## THE POSITION

Working under the direction of the Deputy City Manager, the Climate and Sustainability Manager leads the development and implementation of climate change and environmental sustainability programs for the City of Bainbridge Island. The Climate and Sustainability Manager develops and maintains strategic partnerships to meet the overall goals of the Bainbridge Island Climate Action Plan – and the supporting Sustainable Transportation Plan– and advance sustainability initiatives in the city. This position establishes internal and external coalitions to further key climate and sustainability goals, including efforts focused on fleet electrification, energy efficiency, renewable energy, solid waste management, green building, reducing vehicle miles traveled, preparing for climate change, and equitable community climate action.

Funding over the past five years has totaled \$1.5 million for climate-related projects and programs, and Bainbridge Islanders have reduced 142 metric tons of climate pollution by completing simple actions in the [Climate Smart Challenge](#).

For a full job description and to view the detailed responsibilities of the position, please view the attachment found [here](#).

To learn more about the various programs already being implemented by the City of Bainbridge Island, along with the City’s numerous key achievements in 2023, please visit:

[www.bainbridgewa.gov/climateaction](http://www.bainbridgewa.gov/climateaction)

The City of Bainbridge Island is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **November 3, 2024**. (first review, open until filled). Applications will be reviewed as submitted. Applications will only be accepted electronically. To **apply online**, go to [www.prothman.com](http://www.prothman.com) and click on "Open Recruitments", select "City of Bainbridge Island, WA – Climate and Sustainability Manager", and click "Apply Online", or click [here](#).

## EDUCATION & EXPERIENCE

A bachelor’s degree in environmental science, sustainability, planning, or a closely related field, and six (6) years of progressively responsible experience in an area related to sustainability/climate action program management; OR any combination of experience, education and training that would provide the level of knowledge and ability is required. A master’s degree in a related field is desirable.



CITY OF  
BAINBRIDGE ISLAND

**For more information on the  
City of Bainbridge Island,  
please visit:  
[www.bainbridgewa.gov](http://www.bainbridgewa.gov)**



[www.prothman.com](http://www.prothman.com)

206.368.0050