



# Sustainable Jobs

*An overview of meeting climate action goals through  
City of Raleigh Careers*

June 2024





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# Introduction

Are you passionate about sustainability, making Raleigh greener, and working on projects to conserve our natural resources for our present and future community to enjoy? If yes, the City of Raleigh may be the place for you. The City of Raleigh is engaged in sustainable solutions across all our departments from Planning and Development to Transportation to Housing and Neighborhoods. We are dedicated to enacting positive environmental change in our community and continuing projects and programs to meet our sustainability goals detailed in our [Community Climate Action Plan](#).



Our Community Climate Action Plan (CCAP) highlights the City's plan to reduce greenhouse gas emissions by 80% by 2050 through reducing emissions from transportation, buildings and energy, and waste. It also emphasizes the City's commitment to supporting equity and environmental justice, improving community health, and building resilience to the impacts of climate change. Reaching this goal requires the collaboration and partnership of the Office of Sustainability and all City Departments plus several community members, businesses, and organizations.

## **In this booklet we will provide information on:**

- How select departments prioritize sustainability and climate action
- Specific programs and projects that help the City reach its CCAP goals
- The unique interests that are promoted in each department
- The amazing accomplishments the City of Raleigh has received from its Climate Action work

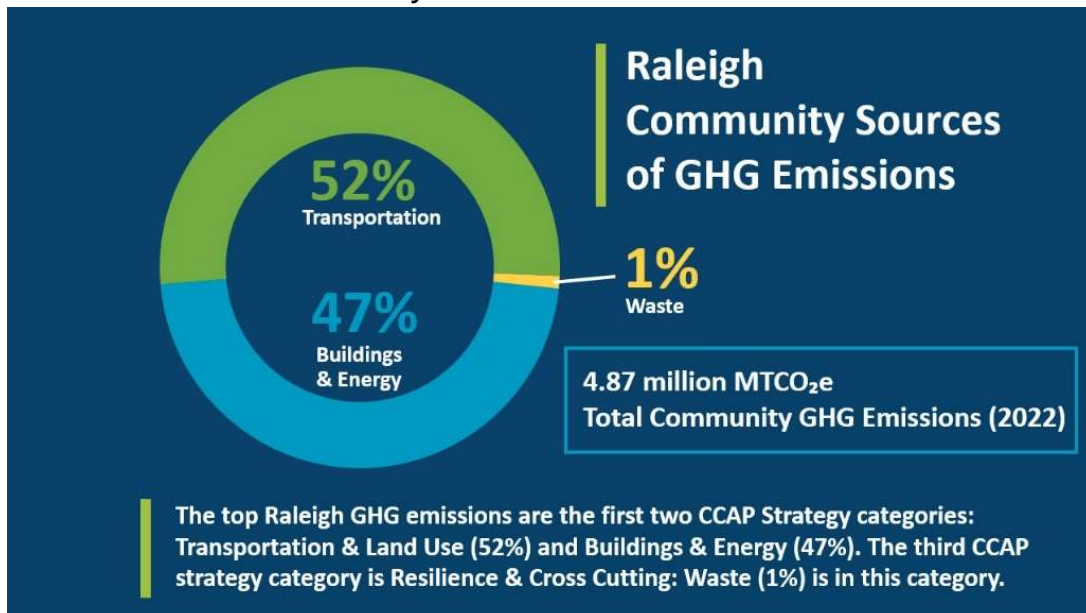
# Why is Climate Action Important?

**Climate action** involves a variety of activities that we can take to reduce greenhouse gas emissions, mitigate climate change impacts, and become more resilient to future changes. These activities can range from using reusable water bottles, preserving trees and green space, and walking, bicycling, or taking public transit to work.

Climate Action helps reduce the impacts of climate change such as extreme heat, extreme flooding, and precipitation, increasing ocean temps and more frequent hurricanes, and longer and more severe droughts.



Climate Action **requires the support of the community** to initiate change from government, businesses, community members, and residents.



Currently, the top Raleigh GHG emissions are from Transportation (52%) and Buildings and Energy (47%) with a small percentage coming from waste (1%). Knowing where our emissions come home helps the City better prioritize sustainable strategies and communicate progress.

# Types of Positions that Raleigh Offers

## **Internship:**

- Positions typically lasting 10 weeks or less that allows for students to gain experience within their desired field and professional development

## **Fellowship:**

- Positions typically lasting between three months and a year that allow college students, graduate students, or recent graduates to gain experience within their field

## **Permanent Part-Time:**

- Positions that allow employees to work for 20, 25, or 30 hours a week dependent on job requirements

## **Temporary Positions:**

- Positions typically lasting a season for a specific program or initiative

## **In the Field Positions:**

- Positions typically with consistent continuous days of work in an outside environment and requires ability to work in diverse terrain and weather

## **Entry-Level Position:**

- Positions typically requires a bachelor's degree and often a year of experience within the field

## **Mid to Senior Level Position:**

- Positions typically requires 5 or more years' of experience within the field or applicable education

## **Director Position:**

- Position typically requires 8-10 years of experience and expertise within the field or applicable education and 2 years of experience in a supervisory role

# Housing and Neighborhoods

The City of Raleigh Housing and Neighborhoods department promotes the goals of the Community Climate Plan by encouraging environmental education and sustainability from the individual level all the way to the neighborhood scale.



## Partnership Raleigh Community Climate Action Internship

The Partnership Raleigh Climate Action Internship is a 10-week internship that encourages high school and college students to learn about the city's climate action initiatives and help them promote these goals across City Departments.



## Solar for Affordable Housing Projects

Housing and Neighborhoods collaborated with the Office of Sustainability to introduce an incentive for developers to incorporate solar energy into small-scale affordable housing projects on city-owned land.



## Conservation Internship

An eight to 10-week summer program for high school and college students interested in gaining valuable work experience in natural resources and environmental fields.

Interest in:

- Promoting climate awareness, equity, environmental justice, and resilience
- Improving and increasing affordable housing units across Raleigh
- Revitalizing older neighborhoods
- Engaging Raleigh residents in community events

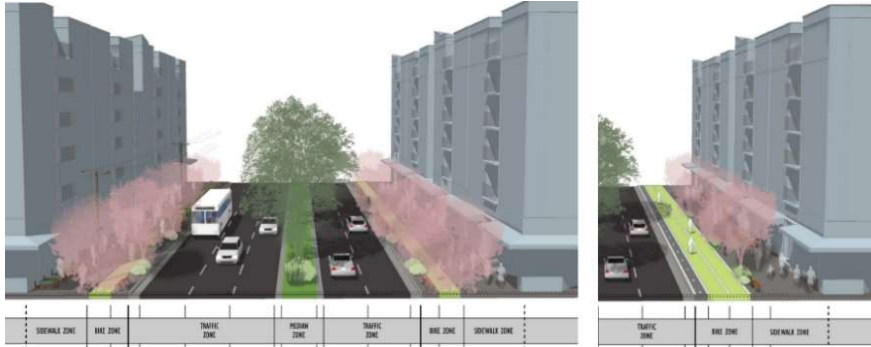
Part-Time Positions: Community Climate Action Intern, Conservation Intern, Pathways to Public Service Fellow

Full-time positions: Community Relations Analyst, Community Development Planner, Summer Youth Coordinator, Partnership Raleigh Program

Want to Learn More? [Raleighnc.gov](https://raleighnc.gov) search "Housing and Neighborhoods"

# Planning and Development

Planning and Development promotes the goals of the CCAP through planning development that increases community health and safety and integrating ordinances that allow for long-term sustainable growth of the Raleigh area.



## Complete Streets

Complete streets are streets that accommodate multiple modes of transportation including bikes, cars, and pedestrians. Complete streets help diversify our modes of transportation, leading to decreased GHG emissions from the transportation



## Clean Transportation Ordinance

The Clean Transportation Ordinance is a package of actions that will help move the City of Raleigh closer to its climate goals through investments in planning for transit, transportation electrification, walking, biking, scooters, strollers, and wheelchairs.



## Equitable Development Around Transit

Planning and Development is working to ensure equitable development around the upcoming Bus Rapid Transit system. This is done through affordable housing production and funding, zoning tools/transit overlay districts, local worker participation and small business retention, and public project community support fund.

Interest in:

- Enhancing city design to increase multimodal transportation
- Balancing development and community needs
- Collecting and compiling data to utilize for strategic city planning
- Promoting practices that support long-term environmental health and resource efficiency

Part-time Positions: Planning Intern, Permitting Advocate

Full Time: Planning Technician, Planner I, Site Review Specialist, Staff Analyst

# Vehicle and Fleet Services

Vehicle Fleet Services, a service unit of the Engineering Services Department, promotes the CCAP through the electrification of the City's fleet and transition to cleaner fuel sources.



## Fleet Electrification

VFS works to meet reduced GHG from the transportation sector by increasing the amount of electric vehicles in the City of Raleigh fleet.



## Clean Energy and Renewable Propane

The renewable propane program works to reduce the City's greenhouse gas emissions through the transition from fossil fuels to cleaner alternatives like electric vehicles and renewable propane for heavy-duty vehicles.



## Beam Chargers

BEAM Chargers power our City and community vehicles with the sun! These new installments across Raleigh will help us reduce the greenhouse gas emissions from the transportation sector.

Interests in:

- Fleet electrification
- Maintenance of vehicles and equipment
- Innovative ways to reduce GHG's from transportation
- Renewable fuel alternatives

Full-time Positions: Fleet Maintenance Technician, Administrative Specialist

Want to Learn More? [Raleighnc.gov](http://Raleighnc.gov) search "Vehicle Fleet Services"



# Transportation

City of Raleigh Transportation Department works to provide efficient multimodal transportation system to all Raleigh Residents.



## Bus Rapid Transit

The Bus Rapid Transit System will provide fast and efficient public transportation to Raleigh residents that is faster, more reliable, and allows more riders. The implementation of this transit city will allow Raleigh to reduce GHG emissions from transportation.



## Cool Roadways

Cool Roadways help keep Raleigh cool by reducing the impacts of the Urban Heat Island Effect through the application of a specialized coating to roadways in high temperature areas. This coating helps roadways reflect heat, rather than absorb it and can absorb certain air pollutants.



## Renewable Natural Gas Buses

Through the innovative Raleigh Water Bioenergy Project, the City supplies renewable natural gas to power much of its transit fleet significantly reduce GHG emissions. The Raleigh Transit Authority has a goal to convert 75% of its fleet to natural gas and the rest to electric!

### Interest in:

- Multimodal transportation options
- Strategies and technologies to reduce transportation related GHG emissions
- Developing systems to improve traffic flow and reduce congestion
- Integrating transportation strategies into broader climate action plans

Part-Time Positions: Transit Driver, Bus-Mechanic, Utility Service Worker

Positions: Transportation Worker, Transportation Technician, Transportation Analyst

Want to Learn More? [Raleighnc.gov](https://raleighnc.gov) search "Transportation"

# Stormwater

Raleigh Stormwater works to maintain the stormwater system in Raleigh including managing to protect water resources and aquatic life, prevent streambank erosion, and reduce flooding impacts on our community.



**Green Stormwater Infrastructure**

Green Stormwater Infrastructure (GSI) preserves nature, soil, and waterways, and/or mimics nature by managing, treating, and reducing stormwater runoff from impervious surface, like roads and sidewalks. GSI helps improve water and air quality in Raleigh and build resilience to flooding.



**Raleigh Rainwater Rewards**

Raleigh Rainwater Rewards allows individuals and neighborhoods to be reimbursed if they install water quality improvement projects in Raleigh. Examples of projects have been green roofs, rain gardens, cisterns, and impervious surface removal.



**Community Climate Education for a Resilient Raleigh**

The City of Raleigh was awarded a grant by the National Oceanic Atmospheric Administration focused on building Raleigh residents' climate resilience through three activities: Walnut Creek Watershed Learning Network to empower the local community, Ready Raleigh Emergency Preparedness Guide to build resilience and prepare Residents, and resilience planning at the neighborhood level.

**Want to Learn More? Raleighnc.gov search "Stormwater"**

Interests in:

- Ensuring protection of water resources and aquatic life
- Stabilizing streambanks to prevent erosion
- Mitigating flooding caused by impacts of climate change
- Community engagement and education on benefits of green stormwater infrastructure

Part-time Positions: Stormwater Utility Billing Intern

Full-time positions: Community Relations Analyst, GSI Analyst, Stormwater Technician

# Solid Waste Services

Solid Waste Services (SWS) works proactively to reduce waste and to increase recycling in Raleigh, while demonstrating a commitment to sustainability in all areas of the operations.



## Reduce, Reuse, RECYCLE!

Recycling extends the life of landfills, reduces pollution, and supports economic development. Raleigh recycles about 25,000 tons per year.



## Food Scrap Compost Study

The SWS department began a study in February 2024 to explore the possibility of establishing a food scrap compost program in Raleigh. If implemented, this program will reduce Raleigh's environmental footprint, promote a circular economy, and contribute to a more resilient and eco-friendly community.



## Yard Waste Bins

The introduction of these Green Yard Waste Carts in 2022 diverts yard waste from landfill and is instead converted into high-quality mulch to be utilized by the community. Using these products can improve soil conditions, improve plant establishment, increase water capture, and reduce erosion.

Interests in:

- Innovative solutions to reducing waste headed to the landfills and increase recycling
- Continued beautification of Raleigh
- Creating unique community education and engagement events about the benefits of waste reduction

Full-time positions: Health and Safety Analyst, Service Worker, Equipment Operator, Crew Supervisor

Want to Learn More? [Raleighnc.gov](https://www.Raleighnc.gov) search "Solid Waste Services"

# We love to Rave about Raleigh!

The City of Raleigh has been recognized locally and nationally for our strides to become more sustainable and reduce our greenhouse gas emissions.

## City of Raleigh

- [#2 in Best Performing Cities: Milken Institute](#)
- [Architecture Digest's 2<sup>nd</sup> Most Climate-Resilient Cities](#)
- [Smart Cities of North America Award: Urban Planning and Land User Category for Using Microclimate Modeling and Digital Twin to envision Raleigh's Future](#)

## Community Climate Action Plan

- [American Planning Association's Awards for Excellence in Sustainability: Community Wide Award](#)

## Vehicle Fleet Services

- [Number 1 Fleet in the Nation: Government Fleet Expo and Conference](#)
- [2024 Elite Fleet Award: Government Fleet magazine](#)
- [2024 City of Raleigh Environmental Awards: Dare to Be Green](#)

## Transportation

- [IDC Smart Cities North American Awards: Transportation Infrastructure for Traffic goSmart Project](#)

## Solarize the Triangle

- [2023 Research Triangle Cleantech Cluster, Cleantech Impact: Local Government Award](#)
- [2024 City of Raleigh Environmental Awards: Climate Action: Energy Award](#)