



Climate Justice Intern Description

Job title: Climate Justice Intern

Status: Part-time

Reports to: Deputy Director Karinna Gonzalez

Preferred start date: Fall 2026

Duration: 1-2 semesters

SDSU College Credit Approved: Students will complete a minimum of 80 hours for which they can receive internship course credit through their major, pending approval from their advisors.

About the Foundation:

[Hammond Climate Solutions Foundation](https://www.hcs.foundation) is on a mission to expedite positive change for a just and livable future. Our climate efforts are categorized into three main climate-related areas: project and program management, policy as well as climate advising. We are a small yet highly-motivated and effective team that makes a big impact through the work that we do. We design, develop and manage clean energy and transportation projects and programs that reduce CO2 emissions, lessen air pollution and environmental injustices and save organizations as well as people money that is reinvested into communities while supporting green jobs. We advocate, along with coalition partners, for policies to stop the climate crisis and its detrimental effect on life on Earth. We implement timely approaches to advance climate solutions, create case studies from our pilot programs that can be adopted on a larger scale and have a track record of success. We prioritize communities of concern in our work and efforts as they are affected first and worst by the impacts of climate change.

Internship Summary:

Our Climate Justice Intern will learn from a small but mighty and passionate team working on various climate projects and programs. While a primarily remote role, there will be opportunities to attend climate events, conferences and meetings as well as participate in public comment periods, coalition meetings and other climate policy efforts. The Climate Justice Intern will have the opportunity to assist in developing projects and programs in areas that have personal interest. The role will allow the Intern to have a voice within the organization, being a part of brainstorming sessions for new ideas and opportunities for the foundation. The Climate Justice Intern will be a part of a team working to end climate injustices and stop the climate crisis.

Essential functions and responsibilities:

- **Program management:** support the implementation of our Solar Moonshot Program, which can include tracking metrics, maintaining our internal database with project information, writing reports for clients and conducting outreach.



- **Development:** the Climate Justice Intern can use his/her/their research abilities to assist with researching foundations, philanthropists and companies that are interested in supporting climate work and assist with outreach to support climate programs and projects run by the foundation.
- **Policy:** the Climate Justice Intern will conduct policy research, review public meeting agendas and identify issues that need additional education and awareness. The foundation will assist the Climate Justice Intern in drafting relevant public comments and show how to effectively participate in public comment opportunities and how to mobilize others to participate to garner the public support for climate votes. The Intern will share back important updates to the foundation and provide these updates for client and board reports.
- **Administrative duties:** the Climate Justice Intern will be responsible for drafting minutes, sending invoices, completing thorough climate reports, etc.

Through this internship, the intern should be able to:

- Reflect on the internship experience and have a better understanding of the desired area of focus for a full-time professional job in the climate space
- Gain exposure to sustainability issues in region through observation; evaluating sustainability from local, regional, and/or global scales
- Develop the ability to act toward creating a more just and sustainable region
- Communicate effectively about the meanings of climate in your life
- Identify the strengths and weaknesses of various actions for sustainability
- Understand how to push forward climate initiatives throughout jurisdictions in San Diego
- Review agendas for climate-related topics and prepare public comments on climate topics to give during meetings
- Learn about clean energy, its positive impact and how to help nonprofits go solar
- Network with climate professionals and develop relationships in the local climate space
- Experience hands-on professional development mentorship from established climate professionals
- Understand how climate nonprofits operate and research fields important to climate nonprofits

Desired knowledge, skills and interest:

- Coursework in public policy, environmental studies, political science, sustainability or related fields
- Passionate about combating the climate crisis
- Organized with excellent time management
- Adapts to changing circumstances
- Communicates effectively and openly
- Works independently and creatively



- Experience with Word, Excel and Google Workspace
- Positive attitude and team player - dedicated and willing to help others
- Acts responsibly and ethically, personally and professionally
- Votes
- Interested in making the world a better place

Feedback from the Hammond Climate Solutions Foundation team:

"I feel so grateful to be a part of an organization filled with such a passionate and dedicated team. Tara and Justin are willing to invest in their employees and provide them with the tools to make them succeed in their career. Hammond Climate Solutions Foundation is a young organization and Tara and Justin have allowed the team to weigh in on future projects, goals and other ideas to help shape the organization. I wake up every day and I am motivated by the team to continue to fight for climate justice!" *said Karinna Gonzalez, Hammond Climate Solutions Foundation's Deputy Director (began employment 2/22/2021).*

"I feel very fortunate to work for an organization whose values align so closely with my own. The work environment at Hammond Climate Solutions Foundation is incredibly supportive and empowering. I am inspired by my colleagues' passion every day. I love how collaborative and open to ideas the team is and knowing that our work is mitigating the climate crisis is incredibly rewarding," *said Maya Steinberg, Hammond Climate Solutions Foundation's Climate Justice Development Manager (worked 12/13/2021 through 12/31/2023).*

The Application Process:

To apply, email karinna@hcs.foundation with your resume and cover letter. Applications will be accepted until the position is filled.