



# COME JOIN US

AT ENERGY TRUST OF OREGON, OUR MOST VALUABLE RESOURCE IS OUR PEOPLE. WE ARE EXCITED THAT YOU ARE CONSIDERING JOINING OUR TEAM.

## OUR VISION AND PURPOSE

- Energy Trust envisions clean, affordable energy for everyone.
- We help customers and communities reduce costs and realize additional benefits by saving energy and using renewable resources.

## WHAT WE DO

- Energy Trust is dedicated to helping 1.8 million utility customers in Oregon and Southwest Washington save energy and generate renewable power. We are primarily funded by utility customers. That is why ensuring customer benefit from Energy Trust investments is deeply embedded in our organization.
- We are committed to helping customers and communities understand energy and energy-related opportunities, and we are especially focused on finding ways to serve people with lower incomes, communities of color, smaller businesses and rural customers.
- Whether helping an individual accomplish a small home improvement or a large business equipment installation, we provide information and financial assistance leading to cost savings and lower carbon emissions. Our work grows Oregon's clean energy economy.
- We work together toward annual goals that describe how much energy we will save and generate through renewable resources. Our annual goals highlight focus areas for serving people, businesses and communities. They also include key operational objectives.
- Cultivating a network of Trade Ally contractors knowledgeable about our customer incentives, partnering with community-based organizations, and coordinating with utilities, state agencies and others in the evolving energy landscape is essential to our success.
- We are accountable to an independent board of directors and the Oregon Public Utility Commission and we have many stakeholders. All employees contribute to our efforts to report accurately and communicate transparently.



## OUR VALUES

### WE CARE ABOUT EACH OTHER.

Our teammates support and inspire. Together we'll build a better future.

### WE WORK HARD TO FIND SOLUTIONS.

We take action to remove barriers and advance new approaches.

### WE MAKE A DIFFERENCE.

Our work is important to people and the planet.

### WE LISTEN.

Everyone brings value and every idea brings opportunity. We need all perspectives to innovate and succeed.

### WE ARE CURIOUS.

Asking questions and learning from experiences are key to our success.

### WE ARE TRANSPARENT.

Everyone benefits when we explain our work and report our results. Transparency builds trust.

## OUR COMMITMENT TO DIVERSITY

- We are committed to being a workplace where everyone is welcomed, supported, respected and valued
- We are actively working to create a culturally diverse, equitable and inclusive organization with employees, contractors, trade allies and community partners who contribute a range of perspectives, experiences, skills and ideas
- This work is critical to our ability to engage and serve all customers who fund our work with relevant programs. It also affects how we work with people inside and outside our organization, every day
- We are learning through this work. We expect to make mistakes along the way and we pledge to learn from them

## WORKING TO IMPROVE

To be a high performing organization, we strive to understand where we are falling short, even when it is hard to hear. Then we make commitments to improve. Currently we are working on:

- Increasing community engagement and reaching customers we have historically underserved
- Enhancing our individual and collective understanding of social justice concepts and how they apply to our work
- Becoming a more diverse organization
- Meeting the needs of customers and employees in a hybrid work environment
- Enhancing career development pathways within our organization
- Improving business planning and decision-making processes to balance resources, enhance adaptability, and empower managers to make decisions with organizational priorities in mind



Learn more at [www.energytrust.org/careers](http://www.energytrust.org/careers).



## WHAT OUR STAFF SAY

Year over year, Energy Trust is recognized as one of the 100 best Nonprofits to work for in Oregon. Here are some statements from staff over the years:

“Smart, engaged people who care about their work and about each other. Genuine commitment to transparency at all levels in the organization.”

“Demonstrated commitment to equity and justice work. It’s not always perfect but we’re committed and it’s great. Mission focused. Collaborative culture, respectful of work-life balance. Keeping employee wellbeing the highest priority. The past year provided a lot of opportunities for missteps. Other organizations made those missteps. Energy Trust has gotten them right.”

“Our mission, our values, our spirit of ‘good energy’ and the positive impact we have on the region we live in and the planet. We can feel good about the work we do and get to do it with kind, clever and collaborative co-workers.”