



# 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.
- Working together with customers, communities and utilities, we save energy and maximize adoption of clean energy solutions, reducing costs and accelerating community-centered benefits.

## WHAT WE DO

- We are dedicated to helping more than 2 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 our 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 PEOPLE

We deliver results because it makes a difference to those we serve. As teammates, we support each other's success and well-being as we work together toward common goals.

### WE LEARN AND CHANGE

We continuously learn from listening, experimentation and evaluation. We recognize that emerging needs and complex challenges often require adaptation and new solutions.

### WE ARE TRANSPARENT

We work with integrity. We share our work, are honest about what we have done and will do and we hold ourselves and each other accountable.

### WE VALUE DIVERSITY, EQUITY, INCLUSION AND BELONGING

We acknowledge the deep importance of DEIB in our work. Everyone brings value; we seek different perspectives because we know our solutions are stronger when we collaborate with each other.

## 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.”