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**Job Title:** Carbon Project Manager  
**Department:** Marketing  
**Reports To:** Chief Marketing Officer (CMO)  
**Job Type:** Full-Time, Exempt  
**Location:** Remote  
**Start Date:** Immediately

### **Who We Are**

At Rebellion Energy Solutions (RES) we are ensuring that social and environmental value are included in our nation's energy equation. With over 120,000 abandoned or orphaned oil and gas wells nationwide, we are committed to bringing energy, environment, and markets together to drive responsible completion of the oil and gas well lifecycle on behalf of all of our neighbors.

We are the market leader, and first-ever company, issuing carbon credits under the American Carbon Registry's "Plugging Orphan Oil and Gas Wells in the U.S. and Canada" methodology. Using carbon markets, we are incentivizing the clean-up of orphan wells and providing a platform for investment in sustainability. We are committed to decommissioning legacy oil & gas wells properly and restoring lands with pride of ownership and a legacy of health and beauty for future generations.

### **Position Summary**

The Carbon Project Manager is responsible for designing, marketing, and preparing RES carbon projects for sale. With a keen understanding of our target carbon buyer, the Carbon Project Manager will identify valuable co-benefits, project size, and submission cadences that support organizational strategic and financial goals.

As a member of the Marketing Team, the Carbon Project Manager will help raise awareness of and grow demand for Rebellion's distinct product offerings. By developing and managing greenhouse gas (GHG) projects and credits that meet the needs of the RES brand and the carbon market, the project manager will drive sustainability and empower our vision.

### **Responsibilities:**

- **General Project Management**
  - Gather requirements, define project scope, goals, and deliverables in collaboration with stakeholders. Create detailed project timelines, ensure adherence, and report progress on project milestones regularly.
  - Serve as the main point of contact between internal teams, external partners, and stakeholders to align goals and expectations.
  - Identify potential risks, create mitigation strategies, and troubleshoot issues to keep projects on track.
  - Guide the organization in adopting new tools and processes by managing the people-side of change to maximize adoption and minimize resistance.
  - Ensure all carbon projects contribute to the company's mission of advancing sustainability and environmental stewardship.



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- **Product Development and Delivery**
  - Manage the registration, verification, validation, issuance, and release of RES credits.
  - Insert marketing feedback, community needs, and co-benefits into RES project design.
- **Product Quality Management**
  - Ensure RES GHG projects and their associated credits meet or exceed market standards.
  - Coordinate with CMO to ensure our projects and credits enhance brand positioning and are in alignment with community needs, Rebellion standards, and market promises.
- **Cross-functional Collaboration**
  - Work cohesively with other teams, such as executive, operations, land, data and accounting to ensure alignment and effective execution of strategies and problem-solving while fostering a culture of collaboration, innovation, and high performance.
  - Build and maintain strong relationships with key stakeholders, including landowners, registries, and independent validators.
- **Documentation and Reporting**
  - Maintain detailed project documentation, including progress reports, milestones achieved, and challenges faced.
  - Generate and manage data rooms to share information transparently with a lens of promoting projects and credit quality.
  - Provide regular updates to the internal team.
  - Manage credits inventory in automated system; ensure all incoming project data are correct.
- **Project Transaction**
  - Listing of projects on exchange(s), marketplaces, with brokers, etc. for use of the CMO to engage with buyers.
  - Provide the CMO relevant project and credit information that could be used for marketing materials to exchange(s), potential buyers, or brokers.
  - Assist with the transfer or retirement of credits.

This role requires travel to conferences, events, and field visits approximately four to five times a year.

Because we know that the nature of the work that we do requires charting a new path and shifting a legacy culture within the oil and gas industry, we also value transferable skills from complementary industries and lived experiences that have offered a training ground for



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developing the competencies needed to excel on our team and in this role. The successful candidate for this role will have a mix of the following qualifications, competencies and commitment to our core values:

**Qualifications:**

- A passion for environmental justice and sustainability and desire to help chart a course in an emerging field.
- Proven experience in project management, with a focus on environmental projects.
- Familiarity with carbon market industry best practices.
- Strong organizational and time-management skills.
- Excellent communication and interpersonal abilities.
- Ability to work collaboratively in a team and independently when necessary.

**Key Competencies:**

- **Strategic Thinking:** The capability to align project design and products with the overall business strategy and contribute to decision-making at the strategic level.
- **Communication Skills:** Effective communication with various stakeholders, including staff, landowners, carbon buyers, and external partners.
- **Interdepartmental Collaboration:** The ability to collaborate with other teams and communicate insights to stakeholders.
- **Problem Solving:** The ability to address complex business challenges and develop innovative solutions.
- **Relationship Management:** Building and maintaining strong relationships with staff and external stakeholders, including investors, auditors, regulatory authorities, and independent contractors.
- **Adaptability:** The ability to adapt to changing economic conditions, market trends, and internal organizational needs.
- **Tech Savvy:** Awareness of and proficiency in leveraging technologies and data analytics tools to enhance processes and reporting.

**Core Values:**

- **Rebellious Individuality:** Our work culture encourages you to bring your true self to the table.
- **Authentic Communication:** We nurture an open and honest team environment that allows you to share transparently in the spirit of collaboration and problem-solving, while also holding space and listening to others with the intent of understanding and finding common ground.
- **Unlimited Collaboration:** The issues we seek to solve are often layered and impact communities. To find sustainable and just solutions, everyone is welcome, always.
- **Creative Thinking:** Working in an emerging industry it is essential that you are comfortable being uncomfortable.
- **Genuine Solutions:** Don't focus on why we can't, rather on finding a way we can.

**Compensation and Benefits**



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The starting compensation for this full-time, exempt position is an annual salary of \$100,000 and is based upon expertise, years of experience and a verifiable track record of results. This compensation is accompanied by a competitive benefits package including: vacation/sick leave, medical/dental/vision insurance and 401k matching.

### **How to Apply**

If your skills, knowledge, experience and passion for environmental justice and sustainability aligns with the qualifications, competencies and values shared above we invite you to share your interest in this exciting opportunity.

Even if you don't "check all the boxes" above, we want to hear from you! We value the lived experiences and transferable skills that you feel make you an excellent candidate for this role and welcome the opportunity to learn more about them.

Complete our online application and submit your resume [here](#). We look forward to hearing from you!

*Rebellion Energy Solutions is an equal opportunity employer, committed to nurturing a diverse, equitable and inclusive work environment that respects, values and incorporates what makes us individually unique and collectively strong. All applicants will be considered for employment without attention to race, color, national origin, ancestry, religion, age, sexual orientation, gender identity, familial status, marital status, military or veteran status, or disability status in accordance with applicable federal, state and local laws.*