



## Introducing Green Groups

Green Groups is a new initiative from DJourneys designed to support green job seekers in their search. You'll be placed into small groups (4-6 people) with fellow job seekers so you can navigate the job search together.

The initial cohort will run from early March to early May (~10-12 weeks). [You can apply here.](#)

The pilot version of Green Groups will be based on "Job Search Councils" (JSC) from the book *Never Search Alone* by Phyl Terry. We'll be following Phyl's step-by-step job searching process. [You can read about the JSC commitment here.](#)

**TLDR:** It's about 70-80 hours of work throughout the 10-12 weeks. You commit to: at least 10 sessions with your Green Group (even if you get a job), a series of individual/group exercises, and multiple 1:1 discovery calls to find your candidate fit.

The main difference between JSCs and Green Groups is that Green Groups will be 100% focused on green jobseekers. Think of Green Groups as an "add-on" to traditional JSCs.

A green jobseeker is anyone looking to work in the environmental field: forestry, biodiversity, clean energy, corporate sustainability, ESG... **they all count!**

**The whole point is to build up the green job / climate workforce.**

I will match people myself based on the application form you fill out so please answer honestly and thoroughly.

While 95% of the work will be within your Green Groups, I'll also host open office hours for people to come in with any questions they might have.

In these office hours I'm happy to share my own experiences working with over 10+ different climate teams and supporting 100s of professionals making a transition into climate.

If this sounds like something you or someone you know would be interested in, feel free to repost/share this with your job-searching network!

More details below on Green Groups below.



*IMPORTANT NOTE: This is a pilot program (trial run). Spots are very limited and applications will be viewed on a rolling basis starting February 27.*

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## **Why Am I Doing This?**

I've been thinking about doing this for a while but what really pushed the needle for me were the recent federal government layoffs at DOE, USDA, USAID, and EPA. I've met some incredible people in these organizations and would simply just love to help.

I know firsthand how difficult it is to look for a job alone. When I first arrived in the U.S. from Colombia as an 18 year old, I had *zero experience*. I didn't know where to start. Reality is, looking for a job is a skillset that no one fully teaches you.

Over the last 10 years, I've been fortunate enough to work with 10+ teams in the climate space, including WRI, Google, and Esri. I've spoken at panels, podcasts, and workshops with organizations such as the Environmental Defense Fund, United Nations Youth Chats, Yale University, etc.

I also spent the last year hosting free "climate chats" for 100s of people transitioning into climate work from C-suite executives to college grads.

To be clear, I don't have all the answers. But I see this as a way to give back and support the movement at a critical moment in time.

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## **Why Search In a Group?**

Great question! Sometimes we pretend that the job search is simply about applying to jobs, but it is much more complex than that. It can be emotion-filled, demotivating, relentless. We typically deal with all of that alone.

In a group you can benefit by having a sounding board. A group that builds each other up. There's research that shows it's easier to share our full frustrations with strangers (or loose acquaintances) than our direct partners and peers. Strangers also find it easier to give you direct feedback.

At a minimum, it's trying something new for your job search that could potentially help!



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## How much will this cost?

Outside of [buying the Never Search Alone book](#) for ~\$9-17 (because I respect the work and author), the pilot program will be **100% free**.

Throughout the program you will be asked for an optional donation, ideally based on your ability to pay and the value of the program.

Keep in mind this is a pilot program so I'll be building and rebuilding as we go.

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## Who am I looking for? Application Requirements.

### APPLICANTS MUST BE:

- Searching for a full-time job in the US and available to meet in US time zones.
- Authorized to work in the US (F1 / H1B / etc visas are welcome).
- Specifically looking for a green job in any industry:
  - Examples: climate, conservation, energy, forestry, etc.
- Able to purchase the Never Search Alone book.
- Willing to spend at *least* 60 hours total from early March to mid May.
- Committed to attending *at least* 10 sessions with your group.

### DO NOT APPLY IF YOU:

- You live outside of the US (keeping the groups focused this time, sorry!)
  - You have a full time job and can't commit to searching at least part-time.
  - You want ME (Daniel) to find you a job. You'll be doing all of that yourself and with your Green Group.
  - Don't have the mental energy to search for a job right now. I get it - I've been there. Recharge, spend time refocusing, and then apply in later cohorts!
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## What You're Signing Up For

By joining a Green Group, you'll be part of a small group that provides:

- **Emotional Support:** Ride through the rollercoaster that is job searching.
- **Group Insights:** Receive (and provide) advice from your new sounding board.



- **Practice Negotiations:** Not just salary! But responsibilities, titles, bonuses.
- **Networking:** Leverage each others' networks to find more job leads.

In addition, I'll be hosting office hours where you can ask me (and others) questions about:

- **LinkedIn:** Branding Strategy, Growing Your Network, Findings Jobs
- **Climate Careers:** Best job boards, resources, strategies
- **Immigration / Visas:** As an international student myself, I know the struggles!
- **Anything else that comes to mind!**

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## Timeline

These will vary but group, but it will look something like this. Taken directly from the *Never Search Alone* book.

	Step 1 JSC	Step 2 Listening Tour	Step 3 Candidate- Market Fit	Step 4 Networking/ Interviewing	Step 5 Negotiate	Total Time
<b>Full-time job seekers (i.e., those unemployed)</b>	<b>1-2 weeks</b>	<b>2-3 weeks</b>	<b>1-2 weeks</b>	<b>4-8 weeks</b>	<b>1-2 weeks</b>	<b>2+ mos</b>

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## Next Steps

[Apply Here!](#) That's it.

I'll go through the applications and select participants. If selected, you should hear back from me within 2 weeks. If you have any questions, feel free to reach out to [greengroups@djournays.com](mailto:greengroups@djournays.com).

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## FAQs

### **Do I need to have previous experience in a green job / climate?**

Ideally yes, but it's not 100% necessary. Just know that your job search will take longer because you don't have that experience. It's normal! We all start off not having any experience at all.

### **What is the timeline?**

The pilot Green Group will start early March and continue until mid May (~10-12 weeks).

### **Am I being placed in groups with my competition?**

Maybe... but it's unlikely. I'll carefully match groups to avoid direct competition by varying location preferences, job functions, and titles. You'd be surprised how few people have your skillset!

### **How much does it cost?**

Buying the book is ~\$17. Participating in the program is **100% free** with an optional donation at the end.

### **Do I need many years of experience to participate? Do I need to have a senior level role?**

Green Groups will be based on a variety of factors, experience is just one part of it! There will be Green Groups of all experience levels.

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## Final Notes

*Thanks for reading all the info. Looking forward to hearing from you.*

*If you're an organization that wants to partner with me on this, please reach out to [greengroups@djournays.com](mailto:greengroups@djournays.com)*

*If the Green Groups weren't a great fit but still want to be kept in the loop on all things DJournays, [follow me on LinkedIn](#). Feel free to send a connection request and include why.*