

## Questions for discussion with Sustainability Managers from Boone and Carrboro:

**ROLES and RESPONSIBILITIES:** Please tell us about how your position came about and where you fit in your organizational structure. To whom do you report and are there other dedicated sustainability staff that work directly with you? What other staff members and managers do you work with most? (e.g., City Manager, City Attorney, Public Works, etc.)

Recognizing each day may bring different situations, please tell us about a typical day. If your position is only partly sustainability focused, what other responsibilities are in your portfolio? How much of your work is spent preparing for or attending events after hours? How much of your time is dedicated to writing grants? Do you work with volunteers or a citizen's advisory board/committee as part of your job?

Tell us about the resources that are most necessary to make your position successful? (e.g., funding, additional staff, contract support, etc.) Does your city have a sustainability plan and if so, how has it guided and helped your work? Finally, please share your thoughts on how a dedicated sustainability position helps a city/community implement and increase sustainability efforts?

**PROJECTS and ISSUES:** Please share with us the types of projects and issues you have been working on for your communities including one project or issue you are most proud of and would like to highlight. Is there anything you would have done differently? In the future, what projects or issues would you like to take on to support sustainability in your community, either inside city operations or in the community at-large? Do you have one “pet” issue you think is vital to sustainability in your community?

**SUPPORT:** Change is hard and new positions can take some time to settle into an existing organization. After any initial growing pains, what sorts of issues do you find have the most support among your city's workforce, and what sort of issues do you tend to experience the most pushback? Do you feel that your community, co-workers and elected officials are supportive of your role? Do you interact with other sustainability professionals at the state, regional or national levels?