

New Gender and Climate Justice Funding Initiative

Position: Co-Director

A new funding initiative is being formed, with a vision of achieving a thriving and equitable world where the root causes of climate change have been eradicated, leading to fulfillment and self-determination for all and a healthy planet. The Fund's mission is to elevate investment in climate justice leadership – primarily amongst Black women, Indigenous women, women of color, youth, and others engaged on the frontlines – to move equitable solutions at the speed and scale needed to attain a just and habitable world.

This Fund initially aims to raise and distribute \$10 million a year in grants in support of work at the nexus of climate justice, gender justice, and racial justice in the United States, with a strong focus on the southeast. This initiative will contribute to efforts to dramatically cut US global warming pollution by 2030, while also building resilient communities. The Fund will link with global women and climate networks.

The Fund will launch in the fall of 2019 with a shared leadership structure between two Co-Directors—one preferably based in the Southeastern US focused on regional grant-making (the position detailed in this job description) and one based in the San Francisco Bay Area focused on grant-making in other regions of the US, with shared responsibility for funder engagement. Both Co-Directors report to an Executive Committee comprised of activists and funders.

Job Responsibilities

Co-Lead Organizational Strategy and Vision

Co-Directors will collaborate to:

- Set broad organizational strategy and annual goals and track progress
- Liaise with the Executive Committee and fiscal sponsor
- Develop and manage a sustainable leaders program (with the possibility of hiring consultants and/or staff support), at both national and regional levels
- Develop and manage a narrative and culture shift program (likely through a set of grants to culture-focused organizations), which will be run at both national and regional levels
- Develop communications materials about the impact of grantee partners' work and educational materials for funders about the importance of funding at this nexus
- Co-Directors will meet on a regular basis via phone, video, and in person

Lead Design Process for Participatory Grant-making Model

In conjunction with the Co-Director, Executive Committee, NGO leaders, and other experts, conduct an inclusive and efficient process for developing a participatory grant-making model for regional grant-making in the Southeastern US (including but not limited to Texas, Louisiana, Alabama, Mississippi, Georgia, Florida, North Carolina, South Carolina, Puerto Rico, and

Virginia). This includes clarifying roles for staff, funders, fiscal sponsor, Executive Committee, and external partners and developing workflows and other systems.

Manage Regional Grant-Making Process

Oversee a participatory grant-making process that will provide grants in one or more of three key areas:

- Supporting the sustainable leadership and resiliency of climate justice leaders and amplifying their power and perspectives.
- Supporting organizations that conduct advocacy and movement-building to enact local, state, and national policies and other solutions that prevent and/or reduce global warming emissions and promote resilience, while also building power, health, and well-being for those most impacted.
- Supporting communications to shift narratives and generate cultural change in support of climate justice.

Set and meet annual grant-making goals. Track and report on the collective impact of grants portfolios.

Engage with Key Partners and Represent the Fund

Identify and establish the necessary partnerships and convene meetings as needed with NGO, policy, governmental, social movement, and philanthropic leaders to contribute maximum support for grantee partners. Develop and use data and knowledge to facilitate learning opportunities for funders and grant recipients. Represent the Fund in public venues and online, including social media.

Ideal Candidate

The Fund's Executive Committee is seeking a Co-Director with innovative thinking, an inclusive leadership style, and a genuine commitment to help shape, define, and lead a bold, unconventional, and mission-driven initiative. Candidates must have:

- Significant expertise in the US climate justice, gender justice, and/or racial justice sectors;
- Superb intercultural communication and collaboration skills; and
- Experience with social movements, grassroots organizing, political campaigning, and/or the progressive NGO sector in the Southeast.

Experience in philanthropy is a plus, but not required.

The ideal candidate will thrive in a startup environment that affords a great deal of autonomy. This position will involve virtual meetings across time zones, and travel. The ideal candidate is highly collaborative, communicative, and team-oriented and brings an energetic, flexible, and collaborative disposition.

There is a strong preference for the Co-Director to be based in the US Southeast, however the Fund will consider applications from candidates living elsewhere in the US.

Minimum Qualifications

Significant relevant work experience promoting systems change and commitment to justice. Exceptional organizational, oral and written communication skills are a must. Excellent listening skills, confidence, candor, a sense of humor, humility, energy, and a commitment to the Fund's climate justice values are all essential characteristics for the role. Ability to travel up to 30-40% time.

Salary and Benefits

Highly competitive salary, commensurate with experience. We also offer an excellent benefits package.

How to Apply

The Fund is committed to cultivating an organizational culture that reflects our values of equity, justice, and inclusive leadership. We welcome applications from people of all cultures, backgrounds, and experiences, and we strongly encourage Black women, indigenous women, women of color, transgender and gender non-conforming individuals, and others engaged on the frontlines to apply.

To be considered, please submit your resume and 1-2 page cover letter expressing your interest and fit for the role to Christen Dobson at genderandclimatejusticefund@gmail.com **by no later than Monday May 20, 2019**. Applications will be reviewed on a rolling basis and we encourage you to apply as soon as possible, as the position may be filled prior to the deadline. We thank all who apply, but only shortlisted candidates will be contacted.