

CLIMATE CHANGE INITIATIVE DIRECTOR

Position Announcement

Reports to: Executive Director

Classification: Full-time, Exempt

Location: Flexible

ABOUT US

The climate threat is well-documented and has pernicious qualities that demand a rapid, forceful and highly strategic response. The dangers of climate change are governed by inexorable, physical facts — about carbon sources, accumulation, impacts and timing. Similarly, the solutions that work are clear, must be grounded in the math of CO₂ emissions and delivered at speed and scale in the biggest countries. The key is smart public policy.

To pursue these solutions, Energy Innovation: Policy and Technology LLC was established in 2012 as a clean energy and environmental policy firm to provide timely research and analysis on low-carbon energy policy options to policy makers, thought leaders and members of the media. In addition to conducting policy research, the organization also works with clients to facilitate philanthropic investments into technology and advocacy that help reduce greenhouse gas emissions.

A new flagship nonprofit project of the organization has identified some of the most important decisions worldwide, organized as unique initiatives, that can drive sharply lower carbon emissions over the next five years. Representing the largest near-term carbon abatement opportunities around the world, the cumulative impact of these initiatives is projected to save at least three billion tons of CO₂e by 2050. Strong leadership and precision focus is crucial for success.

For each initiative, we are building and strengthening a talented, proven team and backing it up with whatever is needed to win: world-class technical advice, direct financial support, targeted communications, and/or public support. This project focuses on clean energy in the U.S. and abroad.

POSITION SUMMARY & KEY PRIORITIES

The Initiative Director joins a rapidly growing global team to lead an ambitious climate change campaign in the US, while building relationships and working with local leaders and advocates overseas.

Working with established partners who are already leading aspects of this effort, the Director will maintain these strong alliances while building new relationships with grassroots leaders in communities most impacted by climate injustice in the U.S. and abroad. This role is strategic and tactical, requiring continual evaluation of a dynamic initiative, solid planning and the ability to both anticipate and seize opportunities that may arise. Through grantmaking, grantee convenings and funder organizing, the initiative is designed to support a full spectrum of change tactics led by partners, from impact litigation and lobbying to community organizing and strategic communications. The initiative centers racial justice

and equity and an economic transition strategy for affected workers, ensuring that these values and principles are reflected in the design, implementation and impact of the effort.

In addition to oversight of this initiative, the Director will serve on the organizational leadership team. Working in a highly collaborative environment, this team is responsible for strategic planning, organizational policy, learning and impact evaluation.

KEY RESPONSIBILITIES

Strategy Development

- In partnership with grantees and other aligned funders build a clear, concise, metric-driven campaign strategy to win.
- Develop a research and communications agenda, consulting with relevant experts and advisors.
- Identify the NGOs and partner organization grantees in the U.S. who can execute various components of the campaign strategy, ensuring that all partners have a deep understanding of how to win in each decision-making venue.
- In collaboration with regional partners, assess the potential and the strategies to increase the adoption of clean energy worldwide.

Strategy Implementation - Grantmaking, Convening & Technical Assistance

- Ensure that racial justice, equity and an economic transition strategy for affected workers are reflected in the design, implementation and impact of the initiative.
- Develop portfolios of grants to implement the strategy.
- Provide tailored technical assistance to grantees directly or with consultants.
- Regularly convene partners to build relationships, track progress, lift up successes, expand, contract or phase down elements of the initiative as necessary.
- Report to organizational leadership, other funding partners and grantee partners, without coloration, on progress, stalls and recommended course correction as necessary.

Thought Leadership & Team Management

- Identify and manage consultants as needed.
- Serve as a thought leader to the broader philanthropic and grantee community on the campaign strategy and grantmaking, which may include writing and public speaking.
- Serve as a sounding board and resource for other initiative directors, sharing effective strategies and identifying opportunities for collaboration.

PROFILE OF SUCCESSFUL CANDIDATE

The new Director is a skilled, creative and innovative climate change professional with well-honed strategic leadership skills and a track record of campaign success. The new Director has effective communications abilities and a disposition toward finding and driving solutions in a complicated arena. The window of time to execute this campaign creates an urgency that requires the Director to be a relationship-oriented subject matter expert with the ability to build trust and rapport quickly and drive ambitious goals using sophisticated strategies with diverse global stakeholders. The Director is an

inspiring leader who motivates all stakeholders involved in the initiative to build resilience, celebrate progress and persevere in spite of obstacles.

The successful candidate is highly collaborative and understands the social, economic, institutional and other forces that could drive or inhibit smart climate and energy policy. The new Director must work equally effectively with diverse partners who represent politically and economically marginalized communities, state and federal lawmakers and policy experts, funders and philanthropic leaders. The Director understands coalition dynamics and the principles of community organizing and engages in policy advocacy at the local, state and federal levels around thorny political issues. The successful candidate is someone who possesses and continually enhances a keen understanding of which interventions and policies, worldwide, can deliver the most carbon abatement. This includes partnering with other policy experts and a small analytics team to ensure substantiated data and empirical evidence drive the work.

QUALIFICATIONS & CHARACTERISTICS

Core

- Deep interest in, passion for and commitment to reducing the negative impacts of climate change, understanding what is at stake and ready to boldly tackle some of the most complex challenges facing humanity.
- 10+ years of proven success in leading climate campaigns, influencing policy agendas and outcomes at local, state and national levels; an understanding of clean energy technologies and familiarity with U.S. politics and climate-related public policy.
- Outstanding leadership and relationship-building skills with clarity of vision and a commitment to the highest levels of integrity, quality and collaboration.
- Commitment to and ability to develop strategies grounded in the values of racial equity, justice and a just economic transition.
- Highly collaborative work style with the ability to operate as a peer and thought partner to the Executive Director, other initiative directors and organizational leadership.
- Political sophistication and strong policy analysis with the ability to communicate, work effectively with and build consensus among diverse stakeholders.
- Sets and achieves high-performance expectations that are motivating and results oriented.
- Seeks out and delivers timely and direct feedback that contributes to the ongoing development of oneself and team members.
- Promptly resolves problems through timely consultation in an environment of mutual respect.
- Exceptional project management skills and high degree of emotional intelligence to support collaboration between and among diverse stakeholders.
- Ability to identify, develop strong relationships with and evaluate the progress of grantee partners in the US and overseas.
- Ability to set clear priorities, keen analytic, organizational and problem-solving skills that enable sound decision making and ensure proper follow through while monitoring actions and results.
- Eager to take on a wide variety of tasks and help with all aspects of a small company.
- Demonstrated ability to prioritize and be flexible in a fast-paced, constantly evolving and highly collaborative environment.
- Collegial approach, excellent interpersonal skills and a sense of humor.

Preferred

- Knowledge of climate and clean energy frameworks, relevant legislation, public policymaking/legislative and regulatory environments.
- Legal background or competence to supervise the work of attorneys pursuing impact litigation strategies.
- Background in grassroots organizing and understanding of the dynamics and principles of coalition-building.
- Willingness and ability to travel post-COVID.
- Undergraduate degree in one or more environmental policy-related fields, including public policy, environmental management, environmental science, international relations, sustainability, law, or sustainable finance. Advanced degree strongly preferred.

WORK ENVIRONMENT, SCHEDULE & TRAVEL

This is a full-time salaried position with comprehensive benefits. Because the team is located throughout the U.S., typical work hours vary to support strong collaboration with colleagues in different time zones. The role is currently remote, and the organization will provide the equipment and supplies necessary to support remote work. Post-COVID, the location of the Director is flexible, while occasional travel in the U.S. will be necessary. Accommodations will be made for individuals with disabilities to perform essential duties.

EQUAL OPPORTUNITY

The organization values diversity in all its forms and is committed to an inclusive and transparent recruitment process. Applicants shall not be discriminated against because race, color, national origin, ancestry, sex, gender, sexual orientation, sexual identity, age, religion, creed, disability (actual or perceived), medical condition including genetic characteristics, marital status, domestic partnership status, citizenship, military service, height, weight, HIV/AIDS status, or any other characteristic protected by state or federal law or local ordinance. People of diverse backgrounds are strongly encouraged to apply.

COMPENSATION AND BENEFITS

This position offers a competitive salary, informed by the geographic region of the successful candidate and commensurate with experience, plus a competitive benefits package including health coverage, retirement benefits, paid time off and holidays and access to professional development resources.

APPLICATION PROCEDURE

Email a cover letter and resume with the subject line "Initiative Director" to cathy@energyinnovation.org by Monday, April 26, 2021. All applications are held in strict confidence. Candidate review begins immediately.