

Job Title: Field Building Director

Reports to: Co-founder and Partner Nachy Kanfer

Location: Flexible

Salary: \$135,000 - \$155,000

Context:

Heavy industry is the foundation of modern society -- literally. From steel and cement to paper, glass and more, these globally traded goods are essential to modern life. Unlike fossil fuels, we don't want to stop using steel and cement; we need these materials more than ever. But we need them to be cleaner in order to ensure community health and safety and to get industrial emissions on a 1.5 C-aligned trajectory.

In the U.S., the climate advocacy community does not invest sufficient time, resources or attention to the industrial sector. Most foundations and advocacy organizations are focused on the not-so-minor tasks of decarbonizing power, transportation and buildings. Heavy industry is perceived as "hard to abate," so we've let the sector off the hook. But the climate movement can no longer afford to delay a focus on industry. The handful of advocates and funders pushing forward critical work in the industrial sector know this already, but they are few and far between, and they don't yet have the weight and momentum of a resourced, strategic movement behind them.

Who We Are:

Climate Strategies Lab (placeholder name while "CSL" works through a branding process) aims to decarbonize heavy industry around the globe by 2045. Three seasoned Sierra Club Beyond Coal campaigners – Victoria Chu, Evan Gillespie and Nachy Kanfer – have joined forces to build an organization focused on cleaning up heavy industry and remaking the sector to be a better partner to communities, workers and the environment.

CSL provides open-source advocacy-focused data, communications, campaign strategy and execution while building a global network of strategists, advocates, community leaders and foundations to drive campaigns necessary to influence national and international policies that shape corporate and public procurement, redirect financial markets and drive investments in zero-emission industrial production.

CSL is a financially strong start-up rooted in and being built through our shared values, namely:

- We believe that the big, necessary change we strive for is possible and still will be incredibly hard to reach, requiring us to be resilient and to prioritize our whole health, including seeing our work as a piece of our lives, not our entire lives.
- Our work to clean up industry requires understanding how we got here and in particular how environmental racism shapes the footprint of industry today. When we do our work well – ensuring that communities most impacted by climate change have resources, access and decision making power; seeking solutions that don't perpetuate oppression; and committing to

an ongoing awareness of how the identities we hold impact how we see and are seen by the others – our work supports broader efforts to build a more just and equitable society.

- We're focused on developing and supporting innovative solutions at the intersection of science, storytelling and politics, creating new campaign playbooks, taking risks, making mistakes and learning from them. We're constantly testing our own theories to make sure we're collaborating better, moving faster and getting closer to achieving our mission. We are prepared and curious, rigorous and creative.
- We are not the only ones in this fight, and we will not win if we work alone. Our work builds upon the efforts and successes of others, and we continue a long tradition of collaborative change-making. Building a well coordinated, durable, diverse and inclusive field focused on cleaning up heavy industry is critical to achieving climate justice.

Position Scope:

In this newly-created position, the Field Building Director will develop and drive CSL's network/movement building vision, while providing the connective tissue between CSL's core strategies and offerings. This is a largely externally-facing, high visibility role for a well-respected campaigner who has led successful coalitions involving diverse stakeholders, won key fights to improve community health and well-being and built effective networks rooted in trust and collaboration across sector, geography and community. In this capacity, the Field Building Director plays a key role in communicating the value of our approach to prospective coalition members, funders and allies, positioning CSL and our partners as the go-to resources around cleaning up heavy industry.

As a member of the senior leadership team, the Field Building Director will ensure that our comprehensive services are designed to build a coordinated field of advocates, workers and industry partners that are co-creating and executing efforts to transform the aluminum, steel, waste and other sub-sectors into models for zero-emission industrial activity. In doing so, this community will reshore union jobs and leverage U.S. progress to clean up heavy industry around the world.

The Field Building Director plays an essential role in the evolution of Climate Strategies Lab, from its start-up phase to a more mature organization, including oversight of evaluation, learning and impact. As the lead in building a global network and ramping up a growing field, the Director may also stand up new campaign coalitions prior to the hiring of an initiative director.

The inaugural Director holds key responsibilities that will evolve over time as the team grows and functions are distributed. During the first year, we anticipate a focus on the following:

Strategy Development & Implementation

- Partner with the co-founders to determine a comprehensive field building vision and strategy and to define short- and long-term goals and objectives related to Climate Strategies Lab's credibility and growth.
- Develop CSL's network theory among relevant constituents, including advocates, workers, industry partners, public policymakers and funders.

- Build new organizational relationships and alliances that reflect our values and priorities around equity, diversity and climate justice.
- Engage key leaders, organizations and industry partners in strategy development to build institutional and community buy-in for specific campaigns and beyond.
- In close partnership with the Communications Director, ensure that CSL's service offerings are clear and compelling for core stakeholder audiences and that continual testing, evaluation, learning and iteration are baked into the program design,

Field/Capacity Building & Convening

- With initiative directors, assess the landscapes across industry and geography, identifying strengths, current players and gaps in preparation for investment, engaging key leaders, organizations and industry partners.
- With co-founders/partners, initiative directors and other advisors, collaborate in the development of comprehensive intervention plans for each campaign, ensuring tight coordination and cohesion between convening, analytics, communications and policy advocacy.
- Design and implement a boot camp and other spaces for stakeholders to collaborate, train each other and build the foundational knowledge to develop and refine industrial campaigns.
- Determine and oversee the administrative model to deliver grants that will enable partners' engagement in campaigns.
- Identify new partners with aligned efforts to accelerate action and leverage resources, relationships and research.
- When strategic, stand up campaign coalitions in the absence of an initiative director and ensure a smooth transition of coalition leadership once a director is hired.

Organizational and Team Management

- Serve as a member of the leadership team with responsibility for the success of CSL's overall strategy, financial strength and inclusive organizational culture.
- Determine and manage the field building budget, ensuring cost effectiveness and accurate reporting to funders.
- Manage field building-related contractor relationships, including facilitators, coaches, legal experts and others.
- Develop the organizational systems and practices that support strong coordination of CSL's service offerings and campaigns.
- Build and manage field building staff and consultant corps (#TBD), including establishing annual objectives (to support overall goals established in strategic plans), provide regular feedback and appropriate recognition, conduct annual performance reviews and support ongoing professional development.
- Oversee the learning and impact evaluation of CSL's programs and services, developing dashboards to track progress and benchmarks against strategic plans and proactively producing reports and analyses to inform strategies and improve results.
- Routinely report to funders and coalition partners around field building efforts, providing quantitative and qualitative analyses to support their engagement.

Who You Are:

The incoming Field Building Director is driven by their belief in and commitment to Climate Strategies Lab's vision and mission. Through their track record and expertise as a successful campaigner, coalition and capacity builder, the successful candidate will lead the design of CSL's network theory and field building vision. The Director builds authentic and lasting relationships with internal and external stakeholders, including coalition members and funders, engaging with them as partners in CSL's broader vision. They effectively communicate this vision and inspire engagement and investment. The Director provides the glue between CSL's strategies and services, while building a powerful network of advocates, organizations and industry partners, thereby establishing a new field within the climate movement.

The Field Building Director joins a deeply committed team that brings a track record of success in campaign strategy, data analysis and communications, with a particular focus on climate and clean energy. The successful candidate is entrepreneurial, excited about the prospect of building something new in the climate movement from the ground up. They have the experience of setting vision, establishing and growing/scaling successful programs with an ethos of creativity, humility and an expectation of continual learning.

This role requires a deep commitment to the principles of climate justice, proven collaboration skills and the ability to design and execute coordinated strategies that will generate change in a deeply entrenched and seemingly intractable aspect of the climate movement. The Field Building Director demonstrates initiative by diving right in to take a concept from idea to implementation, navigating through internal and external barriers as they arise without getting stuck and finding and deploying resources creatively to solve problems. The successful candidate has worked in an advocacy environment and understands the movement context, possessing a strong grasp of the economic, social and political forces that shape industrial production, consumption and broader policy in the U.S.

In spite of enormous obstacles involved in cleaning up heavy industry, the Climate Strategies Lab team operates with a spirit of possibilities and seeks a Field Building Director who shares the belief that we can all do things we've never done before and can stretch ourselves to achieve incredible results. The Director maintains a resilient outlook and looks for ways to make ideas work before assuming they won't. The selected candidate will also possess most of the following *Core* and *Preferred* qualifications:

Core

- Strong commitment to the mission and goals of Climate Strategies Lab and a strong passion for solving the climate crisis.
- At least 7 years of increasing responsibility in campaigns, coalition- and/or capacity building, with a proven track record of accomplishment.
- Proven leadership and strategy development skills with clarity of vision, familiarity with power and community mapping processes and the ability to articulate and drive strategies to win.

- Experience developing and delivering strategies in a campaign context, demonstrating resilience and resourcefulness in the face of obstacles and bringing a keen understanding of how organized movements create change and accomplish policy objectives.
- Exceptional training and facilitation skills with experience designing and executing inspiring and impactful convenings that build trusting relationships, individual skills and collective power.
- Outstanding people and project management abilities to ensure strong collaboration of campaigns and projects that advance on time and on budget.
- Mastery of relationship-building skills with a wide range of diverse external constituencies with the diplomatic abilities and authentic leadership skills that build the trust-based relationships necessary for stakeholders to buy in and share accountability for our collective work.
- Outstanding oral and written communications skills.
- Ability to manage a small and growing team with competing demands; excited to build a strategy, team and systems from the ground-up.
- Experience working across lines of race, class, gender and geography and an analysis of how climate change and energy-related issues intersect with historically oppressed and marginalized communities.
- Demonstrated ability to prioritize and be flexible in a fast-paced, constantly evolving and collaborative environment, where leading a team, working on a team and working individually are all required.
- Commitment to continuous learning, hunger for knowledge and willingness to ask questions and self-correct.
- An approach that is curious, self-directed and entrepreneurial.
- Openness to giving and receiving direct, compassionate feedback.

Preferred

- Prior start-up experience as an early team member in a growing organization.
- Experience operating in a fundraising/business-development context in which everyone plays a role in the organization's financial sustainability with accountability to funders/investors.
- Ability to lead through influence in a matrixed campaign environment.
- Prior experience in and content knowledge in climate, clean energy and/or the industrial sector, including manufacturing, labor and public policy.
- Prior global experience with high cultural competence and diplomacy skills.
- Coaching certification and/or experience building individual and team strengths.

Salary and Benefits:

The salary range for this position is \$135,000 - \$155,000, based on experience and qualifications as outlined above. Climate Strategies Lab offers a competitive set of benefits, including 100% of comprehensive health care coverage for employees (medical, dental and vision), work from home stipend, up to 5% employer match to 401k and 11 paid holidays plus unlimited vacation, starting with a minimum of 15 business days.

Our Commitment to Racial Equity, Diversity, Inclusion & Climate Justice:

We believe that diversity in our team isn't just a value but brings different lived experience and perspective that is essential to solving the climate crisis. If you've read this job description and are excited by it, if you can see yourself happily filling this role and making a difference on climate change, we really hope you apply. Climate Strategies Lab is an equal opportunity employer and is committed to transparent and equitable recruitment, hiring and promotion processes that foster inclusion and belonging. If you need a reasonable accommodation during the application or interview process, please email Cathy Schreiber at cathy@climatestrategieslab.com.

Application Procedure:

To apply or nominate a candidate, please send a resume and cover letter to search consultant Cathy Schreiber at cathy@climatestrategieslab.com with "Field Building Director" in the subject line. Submission in a combined PDF or Microsoft Word file is preferred. This position is open until filled, with an initial application deadline of 5PM PT on Tuesday, March 29, 2022. Candidate review and phone screens begin immediately and will be conducted throughout the search period. Thank you in advance for your patience.