



THE 360 GROUP
— EXPECT THE UNEXPECTED —

Climate Imperative

Initiative Director, U.S. States Policy

Position Description & Candidate Profile

Initiative Director, U.S. States Policy

Location

Flexible on location; headquarters is in San Francisco, CA

Reports to

Executive Director

Our Client

Climate change is governed by inexorable, physical facts—about carbon sources, accumulation, impacts, and timing, and then, symmetrically, about solutions that work. These facts must inform strategy: they show that avoiding dangerous climate change is only possibly by strong policy to cut carbon, promptly, in the biggest countries.

Climate Imperative is driving to win the most important climate policy decisions. Each Climate Imperative policy initiative aims to save at least three billion tons of CO₂e cumulatively by 2050. For each initiative, Climate Imperative is building and strengthening a talented, proven team, and backing it up with whatever is needed to win: world-class technical advice, direct support for decision-makers, targeted communications, and/or public support. The decisions targeted by Climate Imperative represent the largest near-term carbon abatement opportunities around the world.

The U.S. emits more carbon pollution than any other country, other than China, and we won't solve this existential threat without U.S. leadership. While making progress at the federal level is fraught with challenges at the moment, U.S. states have – and continue to play – a critical leadership role on U.S. climate policy. The U.S. States Initiative is designed to accelerate and amplify the leadership among the states. Climate Imperative's States Initiative encompasses a range of strategies tailored to the range of commitment levels, resource distribution, political will, public support, and unique local and regional qualities among the states. This is a tremendous opportunity for the right candidate to make a major difference on climate change across the United States.

Position Responsibilities

Climate Imperative seeks an Initiative Director, U.S. States Policy to lead Climate Imperative's state strategy and grantmaking efforts, and serve as part of the

Climate Imperative leadership team. The Initiative Director will report to the Executive Director of Climate Imperative.

Specifically, the Initiative Director, U.S. States Policy will be responsible for:

- Understanding the social, economic, institutional, and other forces that could drive or inhibit smart climate and energy policy
- Possessing, and continually enhancing, a keen understanding of which policies, worldwide, can deliver the most carbon abatement; this will include partnering with the Vice President of Energy Innovation and a small analytics team to ensure substantiated data and trends drive the work
- Tracking progress and submitting quarterly reports on progress, obstacles, and strategies, course-correcting as necessary
- Working with the Executive Director from time to time to raise additional funds
- Meeting with funders to present the strategy, work, and results
- Partnering with the CFO for needs related to overall operations management, legal, HR, IT, recruiting, etc.

Along the way, in order to fulfill these responsibilities, the Initiative Director will also contribute to the broader effort by:

- Helping to identify top policy targets that fit the mission of the Climate Imperative Foundation
- Ensuring that partners have a deep understanding of the decision-making venue and the intervention points
- Consulting with relevant experts to build a clear and concise, and metric-driven campaign strategy
- Identifying key NGOs and partner organizations to regrant who can run the state or regional strategy
- Developing packages of grants to implement the strategy
- Ensuring that social justice and equity are reflected in the design, implementation, and impact of the initiative
- Keeping partners (NGOs, funders, regrants, key officials, top experts) happy and connected to and supportive of the work
- Leading decision-making on the initiative
- Serving as a sounding board and resource for other initiative directors and constantly scanning for opportunities to expand the scope of the impact of this initiative, consistent with CIF's mission
- Celebrate successes along the way

Profile of the Successful Candidate

Climate Imperative seeks a skilled, creative and innovative climate change professional with well-honed leadership skills to spearhead the U.S. States Policy initiative. The successful candidate will have a strong interest and track record in promoting solutions to address climate change, borne of an ability to think strategically – especially in working across the 50 states and U.S. territories. The Initiative Director, U.S. States Policy will balance a range of responsibilities and work to drive the initiative to success.

More specifically, Climate Imperative seeks a dynamic professional who demonstrates the following attributes:

- Seven or more years of work experience leading successful campaigns to achieve policy change
- Undergraduate degree in one or more environmental policy-related fields, including public policy, environmental management, environmental science, international relations, sustainability, law, or sustainable finance; graduate degree strongly preferred
- Keen sense of what it takes to make change in various venues and interest in and familiarity with U.S. politics
- Deep interest, passion, and commitment to reducing climate change; solid understanding of what is at stake combined with the boldness to tackle some of the most complex challenges facing humanity
- Knowledge of the U.S. climate community, which may include an existing network
- Strong people skills, and experience building and maintaining relationships
- Excellent verbal and written communication skills

The selected candidate will also demonstrate the following qualities:

- Leading with integrity
- Team player, with a commitment to working in a diverse team, respecting cultural sensitivity and differences
- Sets and achieves high-performance expectations which are motivating and results-oriented
- Delivers timely and direct feedback that contributes to team members' ongoing development
- Promptly resolves problems through timely consultation in an environment of mutual respect

- Ability to work with and advise the Energy Innovation leadership
- Ability to develop and maintain collaborative relationships with policymakers
- Ability to attract and evaluate partners
- Demonstrated ability to prioritize and be flexible in a fast-paced, constantly evolving and collaborative environment
- Collegial approach, excellent interpersonal skills, and a sense of humor
- Willingness and ability to travel, when possible and appropriate
- Comfortable in a startup environment; willing to push the envelope, question the status quo, embrace innovation
- Innate collaborator; open to input; empowers team, delegates to others
- Ability to understand the intersections of climate change, social justice, federalism and policy
- Lifelong learner with a great sense of humor, action-oriented and politically savvy

Start Timeframe

We seek to have someone in place by Fall 2020.

Compensation

This position offers a competitive salary, and excellent benefits. We actively welcome all candidates from a wide range of backgrounds who have the skills to fulfill this role – regardless of compensation history.

To Apply

All applications are held in strict confidence. Please submit your credentials and a letter of interest through our private applicant portal to The 360 Group at:

<https://the360group.us/portal/>

Applications should be directed to the attention of Vincent Robinson, Managing Partner. Applications will be reviewed on a rolling basis; earlier applicants may receive priority consideration. To be considered, The 360 Group encourages all interested candidates to submit their applications promptly, via the confidential applicant portal linked above.

At The 360 Group, we know that a richly diverse mix of professionals makes organizations more effective. Using that principle as our “North Star,” we make diversity a hallmark of our firm, and all of our search engagements.

Learn more about The 360 Group at the360group.us.