



THE 360 GROUP
— EXPECT THE UNEXPECTED —

Bezos Earth Fund

Chief People Officer

Position Description & Candidate Profile

Chief People Officer

Location

Flexible, with a strong preference for Washington, DC

Our Client

The price we have paid for progress has been too high. Climate change poses an existential threat to humanity, and the destruction of nature is undermining the ecosystems upon which we depend. But we can solve these problems. People everywhere can enjoy the benefits of modern life while addressing climate change and regenerating nature.

It will not be easy. Incremental change won't deliver the future we need. Changes across entire systems will be required—driven by new technologies, different policies, changed corporate behavior, energetic citizen action, new coalitions, and new ways of thinking about the future. As experts, including the International Energy Agency, have concluded, the economy in 2030 will need to be quite different from what it is today, and 2040 must be more dramatically different still. We will need bold actions from companies, governments, civil society, financial institutions, philanthropy, scientists, and citizens everywhere. And poor and marginalized communities, those most severely affected by climate change and loss of nature, must be a central focus as we strive for solutions. Their voices, ideas, and leadership—and ultimately their wellbeing—are crucial to success.

The latest science suggests that the world must halve greenhouse gas emissions (GHGs) by 2030, halve them again by 2040, and yet again by 2050 to drive GHGs to net-zero by midcentury. At the same time, we must protect and restore the natural systems that draw carbon from the atmosphere, supply our food and other ecosystem services, and provide resiliency in the face of climate change. This will require fundamental transformation of almost every sector of the global economy including power, industry, transport, buildings, food and agriculture, forest, land and ocean management, and the financial sector. These transformations must be accomplished in ways that improve people's lives, with particular attention paid to disadvantaged communities and populations around the world.

The Bezos Earth Fund was established to help drive these needed changes. Founded in 2020 by Jeff Bezos with a \$10 billion philanthropic commitment, the largest philanthropic commitment ever made to fight climate change and protect nature, the Earth Fund is now building its team, strategy, and portfolio of

philanthropic work. The Earth Fund will deploy the full \$10 billion by the end of this critical decade and aims to have the greatest impact possible with its resources.

The Earth Fund will draw upon the best available scientific information and assessments of political, economic, social, and technological factors to identify barriers and opportunities for the Fund's support to have maximum impact. In some cases, the highest impact will be in basic or applied technical research; in others, it will be in supporting on-the-ground action, policy change, coalition building, and advocacy. In all cases, the Fund will seek to focus on the markets, geographies, leaders, decision venues, and stakeholders that offer the most leverage for change, and combine strong intellectual capital with equally compelling community capital to reflect a commitment to equity across races, genders, and geographies.

Position Responsibilities

Working closely with the President and CEO, the Chief People Officer will contribute creative, dynamic, and forward-thinking leadership, promoting the fulfillment of the Earth Fund's vision and mission by developing and leading the human resources function and small team, establishing best employment practices throughout the entire organization. This role will lead, develop, and execute all employment-related services and functions of the organization. The Chief People Officer will guide and support organizational planning and decision-making from the perspective of the Earth Fund's people needs, including talent and culture development, compensation and benefits, and recruiting and retention. This position will also be responsible for coaching and advising on effective employee relations, engagement and experience, and establishing credibility throughout the organization as a "problem-seer" and a "problem-solver" and advocate for staff and management. The role will also develop programs and strategies to ensure a strong equity-oriented culture, to recruit and retain talented people of all backgrounds, and to promote the full development, performance and satisfaction of all employees.

Specifically, the Chief People Officer will be responsible for:

- Functioning as a strategic business partner to the executive/senior management of each department and/or program regarding key organizational and management issues
- Establishing and implementing HR plans and strategies that effectively communicate and support the organization's mission, strategic vision, and overall business operations objectives

- Working with the organization's senior management team to establish a sound plan of management succession that corresponds to the strategy and objectives of the organization
- Developing comprehensive strategic recruiting and retention plans to meet the human capital needs of strategic goals and align with the organization's diversity, equity and inclusion philosophy, and managing recruitment processes simultaneously
- On an ongoing basis, developing and implementing comprehensive compensation and benefits programs (including retirement plans) that meet the needs of employees and their families, are cost-effective, align with the organization's values, and help to attract and retain well-qualified professionals
- In coordination with counsel, ensuring that HR operations are conducted in accordance with all applicable laws and regulations, and overseeing the establishment of required compliance processes throughout the organization
- Developing and implementing a comprehensive DEI Strategic Plan; partnering on education/training and the building of accountability into organizational processes
- Providing overall leadership, guidance and structure to the HR function by overseeing talent acquisition, career development, succession planning, retention, training, leadership development, compensation and benefits, workplace strategy, regulatory compliance, and operations
- Providing consultation and advice to managers regarding a wide range of employee issues; resolving employment-related concerns and disputes
- Ensuring effective internal communications about human resource activities of the Earth Fund
- Creating and administering all employee performance planning, performance feedback, and training and development systems
- Planning and developing effective employee and team development programs and strategies as well as management skills training
- Playing a leadership role in ensuring an inclusive work environment and work culture, and a staff that reflects the diversity of the Earth Fund's workforce, with a focus on equity and fair treatment
- Promoting a culture of high employee engagement and performance
- Developing strategies to advance, as well as routinely evaluating, employee engagement
- Overseeing the design and operation of human resources information systems that provide the data necessary for the organization to plan, evaluate, and monitor information related to staffing

- Participating in the planning, management and evaluation of the Earth Fund's overall performance as an organization
- Selecting and managing relationships with all external consultants, brokers and administrators for employee benefits and employment-related services

Profile of the Successful Candidate

The Chief People Officer will possess a deep commitment to talent development and retention, and a passion for the mission and work of the Earth Fund. The successful candidate will be a professional with high standards who is skilled at working at both the strategic and tactical levels, is a problem-solver with strong execution skills, and is a good listener. The Earth Fund seeks a well-balanced professional who is ambitious and able to develop initiatives that will enhance human resource operations, yet who can also be patient and facilitate “bringing others along”. The strongest candidates will possess highly developed interpersonal skills, emotional intelligence, strategic insight, high personal and professional standards of transparency and accountability, an understanding of all that is required to be a successful HR practitioner, and the ability to support and advocate for staff at all levels within the organization -- again, with a focus on equity and inclusion.

This is a position that requires the ability to manage a full spectrum of responsibilities, from complex personnel issues to the human capital implications of growth plans. The successful candidate will be proactive and entrepreneurial in approach and mindset, particularly in creating a compelling experience across the entire all employees' lifecycles. The Earth Fund is interested in candidates with experience in realizing and leveraging the deep value a diverse workforce can contribute to the work of a leading environmental organization.

More specifically, the Earth Fund seeks a professional who has:

- Broad and deep experience in the field of human resources management, which includes employee relations, compensation, benefit programs, retirement plans, talent recruitment, professional development and conflict management
- Expert knowledge of federal and state employment laws and regulations, ERISA requirements, and wage and hour regulations
- Knowledge of human resources best practices for a cross-border/global workforce
- Demonstrated ability to work effectively and sensitively with a broad range of diverse groups as evidenced by excellent listening and communication

- skills, balanced and reasoned approaches to problems, ability to inspire trust and confidence, and flexibility and openness to differing points of view
- The ability to support and foster a high-performing, collaborative organizational culture, with a solid understanding of the central roles of employee engagement and employee experience
 - Excellent judgment and negotiation skills, with an eye toward translating strategy into relationships and unparalleled results
 - Excellent verbal and written communication skills
 - Excellent interpersonal and conflict resolution skills
 - Excellent organizational skills and attention to detail
 - Strong stakeholder engagement skills, including effective engagement with senior management, as necessary and appropriate
 - Strategic mindset and business acumen
 - High degree of emotional intelligence
 - Proven ability in change and transformation management
 - Demonstrated commitment to diversity, equity and inclusion
 - Strong analytical and problem-solving skills
 - Strong supervisory and leadership skills, including operational ability
 - Knowledge of and experience with varied human resource information management systems
 - An energetic, entrepreneurial nature that combines intellectual curiosity with analytical skills and political savvy
 - Exceptional management skills, with an understanding of the difference between leadership and management -- and the ability to exercise both
 - Demonstrated ability to work as a collaborative partner within a senior management team
 - High ethical standards, compassion, and the ability to make fair and credible conclusions and determine appropriate actions
 - Genuine enthusiasm and passion for the Earth Fund's mission and work
 - Bachelor's Degree in a related field, or the equivalent combination of education and experience
 - Eligibility to work in the United States

In addition, the successful candidate will likely have:

- MBA or MA/MS in human resources or a related field
- A minimum of 10 years of HR experience, with at least five years of executive HR experience.
- SHRM Senior Certified Professional (SHRM-SCP) or SHRM Certified Professional (SHRM-CP) certification

- Management in a global context

Start Timeframe

We seek to have someone in place by Fall 2021.

Compensation

This position offers a competitive salary and includes a comprehensive benefits package. 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.