



**THE 360 GROUP**  
— EXPECT THE UNEXPECTED —

# Bezos Earth Fund

## Director, U.S. Equitable Climate Solutions

### Position Description & Candidate Profile

# Director, U.S. Equitable Climate Solutions

## Location

Washington, DC (hybrid; not remote)

## Reports to

Chief, Environmental and Climate Justice

## Our Client

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 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 was established to fight climate change and protect nature in an equitable manner. The Earth Fund's work is based on an understanding that the challenges we face are complex and require transformational change. Reaching net-zero emissions and shifting to nature-positive development while also focusing on reducing poverty and protecting vulnerable communities will require changes across entire systems. The Earth Fund is committed to advancing the field in environmental and climate justice through bold actions. The ten core principles that inform the Earth Fund's decision-making can be found here:

<https://www.bezosearthfund.org/how-we-work>

To do this effectively, the Earth Fund works with a range of allied partners including community-based organizations, governments at all scales, philanthropy, and the private sector. In particular, the Earth Fund puts equity and justice at the center of its work, focusing on vulnerable and marginalized communities, those most severely affected by climate change and the loss of nature. Their voices, ideas, and leadership—and ultimately their wellbeing—are crucial to success.

To date, the Earth Fund has given over \$350 million in environmental and climate justice across the following programs: Conserving & Restoring Nature; Future of Food; Decarbonizing Energy & Industry; Economics, Finance & Markets; Next Technologies; and, Monitoring, Data & Accountability.

At only three years old, the Earth Fund has more than 30 employees and is growing rapidly, aiming to double in size soon. There are numerous new initiatives under

development and the Earth Fund will be rolling those out soon. It is an exciting time to join this dynamic, fast-paced team.

Learn more about the Earth Fund at <https://www.bezosearthfund.org/>!

## Position Responsibilities

Reporting to the Chief, Environmental and Climate Justice, and working closely with the Environmental and Climate Justice team, the Director, U.S. Equitable Climate Solutions will contribute to the development and implementation of creative, dynamic, and forward-thinking strategies to promote the fulfillment of the Earth Fund's environmental and climate justice goals. The Director, U.S. Equitable Climate Solutions will guide the Fund's work to engage with and strengthen U.S.-based organizations that promote equity and justice in addressing climate change. The Director will listen closely to, and engage with, leaders in the climate and environmental field with particular engagement with environmental and climate justice leaders. The Director will work with a growing team to identify new and support existing organizations, directing funding to high-impact platforms and projects, tracking results, and sharing knowledge. The Director will work with other members of the Environmental and Climate Justice team and Earth Fund Directors that focus on Energy, Finance, Nature, Food, New Economy and other areas as they intersect this portfolio.

More specifically, the Director, U.S. Equitable Climate Solutions will be responsible for:

- Under the guidance of the Chief, Directing the Environmental and Climate Justice team on strategy development, grantmaking, and evaluation plans
- Designing environmental and climate justice initiatives and projects and recommending associated grants for the overall grant portfolio that builds partnership with diverse organizations, with an emphasis on community-based organizations that are tackling climate justice and environmental justice issues
- Identifying and funding organizations that support the capacity of community-based organizations working on climate justice and environmental justice in ways that are consistent with the Earth Fund's principles and philanthropic priority areas
- Helping to advance the overall effectiveness of the U.S. Environmental and Climate Justice grantmaking program, including development of grantmaking strategies and processes

- Developing and cultivating strong and authentic relationships with new and existing grantee partners and providing support for successful execution of grantmaking strategies
- Identifying, conducting due diligence, and guiding grantees through the foundation's proposal process; working with the Director of Monitoring, Evaluation and Learning to establish methods of measuring and evaluating the Earth Fund's progress and impact with respect to U.S. climate justice and environmental justice
- Incorporating the full range of the Earth Fund's resources – grant funding, technical expertise, influence, communications, investments, and relationships – to support the field
- Developing and managing relationships with diverse internal and external stakeholders, including cultivating relationships with other philanthropies working in environmental and climate justice
- Representing the Earth Fund at events and on committees as appropriate
- Partnering with other teams and external consultants, as needed, to develop initiative success indicators and ensure related systems are in place to track and assess progress toward strategic goals
- Participating in relevant affinity groups, and representing the Earth Fund at appropriate meetings, conferences, and site visits as well as in all interactions with prospective and current grantees
- Helping develop briefing papers and reports that contribute to the Earth Fund's understanding of new approaches, best practices, and program issues
- Working with the Earth Fund's Communications team to create materials to effectively communicate the Earth Fund's programmatic goals to external stakeholders

## **Profile of the Successful Candidate**

The Earth Fund seeks a Director who has relevant expertise, a flexible disposition, and exceptional strategic, collaboration, and communication skills. The Director will have a strong understanding of how to advance equity and justice in pursuing climate solutions. The Director will have a hands-on, team-oriented, low-ego approach, good interpersonal skills, relevant networks, and a true passion for equity, justice, and tackling the climate crisis. Professional presence and the ability to interact effectively with leaders across sectors is also important. The successful candidate will be comfortable and effective working with a growing team and fluid, fast-moving work environment. With the guidance of the Chief, Environmental and Climate Justice, the Director will approach this work with a spirit of curiosity, collaboration, humility, and learning, while also focusing on results on behalf of the Fund's climate mission.

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

- A minimum of 15 years' relevant professional experience demonstrating intellectual and strategic leadership; graduate degree in a relevant field strongly preferred
- Demonstrated effectiveness and experience in environmental and climate justice, and working with diverse communities
- Strong understanding of the environmental and climate justice landscape across the country
- Demonstrated ability to translate concept into action, with a proven record of success in developing and implementing innovative strategies and solutions with the engagement of others
- Experience developing philanthropic strategies related to environmental and climate justice
- Strong understanding of the evolution of the philanthropic field with respect to environmental and climate justice
- Effectiveness in working collaboratively as part of a team, demonstrated through a willingness to adapt based on team member input in the development of projects or initiatives
- Ability to integrate knowledge and learning, and the capacity to effectively use research and evaluation
- Demonstrated experience working with a broad range of stakeholders to address complex systems change challenges
- High quality written and oral communication skills, interpersonal awareness, and excellent listening skills; a communication style that reflects clarity, authenticity, transparency, and approachability
- Ability to travel on an as-needed basis

### **Start Timeframe**

We seek to have someone in place in Fall 2023.

### **Compensation**

This position offers a competitive salary with a range of \$320,000 to \$350,000 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 Maureen Capitolo, Principal or 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](https://the360group.us).**