



THE 360 GROUP
— EXPECT THE UNEXPECTED —

Bezos Earth Fund

Director, Equitable Climate Solutions

Position Description & Candidate Profile

Director, Equitable Climate Solutions

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 and the Vice President for Strategy and Programs, the Director, Equitable Climate Solutions will contribute creative, dynamic, and forward-thinking strategy to promote the fulfillment of the Earth Fund's vision and mission. The Director, Equitable Climate Solutions will lead the Fund's work to engage with and strengthen organizations that promote equity and justice in addressing climate change. The Director will listen closely to, and engage with, leaders in climate and environmental justice in the U.S. and in other countries. This role will engage with frontline communities and be open to new ideas and partners. The Director will work with a growing team to identify and support excellent organizations and projects, direct funding to high-impact platforms and initiatives, track results, and share knowledge. The Director will work with other Earth Fund Directors – Directors that focus on the Energy, Finance, Nature, Food, and other areas – to integrate equity and justice throughout the Fund's grantmaking, with the larger aim of driving global transformations necessary to meet the Paris climate goals.

The Director will approach this work with a spirit of curiosity, collaboration, humility, and learning, while also focusing on results and being ambitious on behalf of the Fund's climate mission. While the United States will be one important focus for this work, the Director's scope will include geographies outside the United States as well.

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

- Collaborating with leadership and program teams on strategy development, grantmaking, and evaluation plans

- Identifying and guiding potential grantees through the foundation's proposal process, including its compliance-related procedures
- Managing grant activity, including tracking grantees' progress, responding to financial and programmatic reports, and making decisions about grant renewals
- Incorporating the full range of the Earth Fund's resources – grant funding, technical expertise, influence, communications, investments, and relationships to support the racial justice field
- Establishing and maintaining existing grantee relationships
- 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
- Organizing high-level meetings of grantees and field experts
- Framing, commissioning, and overseeing research and evaluations
- Helping develop briefing papers and reports that contribute to the Earth Fund's understanding of new approaches, best practices, and program issues
- 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
- Managing a small team, as appropriate

Profile of the Successful Candidate

The Earth Fund seeks a Director who has relevant expertise, an entrepreneurial spirit, 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 and experience working in an international context. The Director will have a hands-on, team-oriented, low-ego approach, good interpersonal skills, relevant international networks, and a true passion for equity, justice, and tackling the climate crisis. Professional presence and the ability to interact effectively with leaders in government, business, philanthropy, and civil society are also of great importance. As the Bezos Earth Fund is currently in start-up mode, the successful candidate will be comfortable and effective in a growing team and fluid, fast-moving work environment.

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

- An advanced degree and 15 years' relevant professional experience demonstrating intellectual, strategic, and managerial leadership; graduate degree in a relevant field strongly preferred

- Experience in the areas of sustainability, environmental justice, systemic racism and the marginalization of vulnerable populations, and/or public health will be a plus
- A demonstrated understanding of the environmental and climate justice landscape across the country, including discriminatory policies and systems, and an understanding of how climate justice interacts with other systems
- Working knowledge of best, promising, and emerging practices and innovations in the field of climate justice nationally and globally
- 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 with technical assistance, facilitation, convening, and/or grantmaking
- Demonstrated experience and creativity in operationalizing equity and inclusion at the systemic level
- A demonstrated willingness to reiterate a strategy and approach, with the ability to course correct as necessary
- Demonstrated ability to integrate knowledge and learning, and the capacity to effectively use research and evaluation
- Demonstrated experience working effectively with a broad range of stakeholders to address complex policy and systems change challenges
- A willingness to challenge conventional thinking coupled with the ability to collaborate effectively and encourage dialogue
- Strong 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 (when safe and appropriate)
- Eligibility to work in the United States

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 or Maureen Capitolo, Principal. 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.