THE 360 GROUP
EXPECT THE UNEXPECTED

The Climate Center

Chief Executive Officer

Position Description & Candidate Profile

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Chief Executive Officer

Location
Remote (fully)

Reports to
Board of Directors

Our Client
Founded in 2001, The Climate Center is a climate and energy policy nonprofit working to rapidly reduce climate pollution at scale, starting in California. It is a "think and do tank" working to turn bold ideas into action for a climate-safe future. The Climate Center believes in vibrant, healthy communities, envisioning a future where everyone in California – a leader in climate action - enjoys clean air and water, renewable and reliable energy, healthy food, and thriving nature.

The Climate Center makes change through an ambitious vision, science-based research that drives policy, and mobilizing a powerful coalition of climate advocates and partners across sectors. Together with local, county and state governments, labor unions, business leaders, environmental organizations, climate justice advocates, and others, The Climate Center is pushing lawmakers in Sacramento to enact accelerated, equitable climate policies. These bold policies are intended to unleash innovation across the economy, channeling market forces to make climate-friendly choices accessible to everyone.

The Climate Center has a budget of $4 million, and a strong, committed team of 21 working remotely throughout California. The organization prides itself on having a supportive and collaborative organizational team culture.

Learn more about The Climate Center at https://theclimatecenter.org/!

Position Responsibilities
The Climate Center is seeking a leader of unwavering passion, optimism, integrity, and dedication to advance equitable climate policy in California.

The Climate Center's new CEO will bring a deep commitment to science-based, accelerated, and equitable climate action; a successful fundraising track record;

effective state-level advocacy experience; and, expertise building relationships including with public policymakers and partner NGOs.

Primary responsibilities for the CEO include fundraising; organizational vision, leadership, and management; ensuring financial health and stability; increasing The Climate Center's visibility and credibility; and, providing overall direction for the organization's programs and strategic goals.

Specifically, the CEO will be responsible for:

Leadership and External Engagement

- Working with the Board, staff, and key stakeholders including major donors, policymakers, partner NGOs, and external experts to advance the organization's long-term vision and strategy to enact equitable state climate policy in California
- Maintaining a highly visible public presence for the organization as an external ambassador – building trust and rapport, actively listening to diverse voices and perspectives
- Ensuring that The Climate Center's work tells a compelling story consistent with the organization’s core values and brand
- Working with the policy team to update the organizational work plan annually, and the strategic plan every few years
- Representing the organization's mission and goals to a wide array of stakeholders and continuing to build the stature of and respect for The Climate Center's powerful brand
- Engaging in meetings with high-ranking state officials and connecting with essential coalitions and partners
- Ensuring equity and justice in The Climate Center's policy and partnership efforts and prioritization of frontline communities in policy development
- Working with the CEO and Chief Policy Officer to manage The Climate Center Action Fund, a 501(c)(4), and the associated Climate-Safe CA PAC

Management

- Overseeing the Management Team
- Working closely with the CFO to ensure sound administrative and fiscal management with strong financial and operational systems and budgetary processes
- Providing leadership to a high-performing team with high morale, while cultivating a positive, multicultural, inclusive workplace

- Serving as a leader and ambassador, and an active champion of equity, diversity and inclusion work
- Collaboratively developing new policy directions and strategies with the Policy Team, as well as partners and expert advisors
- Working closely with the Communications Director to develop effective strategy, tone, and messaging

Fundraising

- Partnering with development staff to develop and execute fundraising plans
- Cultivating, soliciting, and stewarding significant gifts from major individual and foundation donors, building strong and trusting relationships
- Building and maintaining strong relationships with key foundation and major donors; regularly making direct asks for support, keeping pace with developments in philanthropic giving
- Growing and diversifying The Climate Center's fundraising through active engagement with current and prospective donors

Board Governance

- Partnering with the Board of Directors, cultivating an effective, collaborative, and productive relationship based on open communication with the Board

Profile of the Successful Candidate

The successful candidate will bring excellence in team leadership, in overseeing effective operations, and in nurturing, respectful organizational culture to the role. The new CEO will be a superior collaborator with an array of external partners, a strategic leader, and a persuasive advocate who is passionately committed to advancing The Climate Center's mission.

More specifically, The Climate Center seeks a professional who has:

- 15 years or more experience in a senior management role directly responsible for overseeing staff and a large budget
- Demonstrated commitment to accelerated, equitable climate policy
- Proven track record in raising large gifts and ability to engage with a diverse group of funders
- Demonstrated ability to work effectively and respectfully with a broad range of diverse constituencies

- Demonstrated success in policy advocacy, including excellent judgment and negotiation skills, with an eye toward translating strategy into relationships and results
- Demonstrated ability to synthesize complex information into persuasive communications
- Experience managing a remote team
- Residency in California (or desire to relocate to California)

In addition, the successful candidate will likely have:

- Prior experience in nonprofits, either in a senior leadership role or as a Board member
- Some knowledge of the California climate policy landscape and how that fits into the national climate ecosystem

Start Timeframe

We seek to have the next CEO in place in Summer 2026.

Compensation

This position offers a competitive salary range of $195,000 to $235,000 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 Melissa Ulum, Of Counsel. The 360 Group encourages all interested candidates to submit their applications promptly, via the confidential applicant portal link.

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.