

EXECUTIVE SEARCH ANNOUNCEMENT

Now Hiring: Chief of Equity, Justice, and Culture

ClimateWorks Foundation (CWF) is a passionate, global group of strategists, collaborators, grantmakers, and researchers with expertise in climate science, strategic philanthropy, public policy, and social and economic development on a mission to end the climate crisis by amplifying the power of philanthropy to create a thriving planet for all people.

Since our founding in 2008, we have awarded over \$1 billion in grants to more than 500 organizations advancing climate solutions around the world. We helped grow the field of climate philanthropy to where it stands today, establishing infrastructure, global networks, and momentum for continued growth. CWF is a mature, healthy global organization, which is growing in size and impact. In recent years we have made commitments to creating more just, equitable, diverse and inclusive climate strategies and outcomes.

To help realize these commitments, ClimateWorks is recruiting a new leadership position titled the **Chief of Equity, Justice, and Culture**. Reporting to the President and CEO, the Chief of Equity, Justice, and Culture will be a member of the Executive team and lead the newly created Justice and Equity Unit. Working closely with the CEO, this person will lead ambitious and proactive efforts to integrate justice, equity, diversity, and inclusion into the foundation's practices, programs, and services.



This role will be responsible for the disbursement of ClimateWorks' Justice and Equity Fund (starting initially with \$3m) and will also work with the programmatic teams to advise and encourage relevant grants from their funds of over \$125M per year. While some progress has been made, the new role will improve, amplify, and accelerate these efforts. The role will engage with all levels of the organization as well as external partners to advance practices, policies, and initiatives that promote justice, equity, diversity, and inclusion.

The Justice and Equity unit is an emerging unit and ClimateWorks will look to the Chief of Equity, Justice, and Culture to lead the unit's key strategies and objectives as well as set metrics and work cross-departmentally and in close partnership and collaboration with members of various departments and teams to ensure the work is fully integrated into all aspects of our work. The Chief of Equity, Justice, and Culture will provide leadership to CWF's

global programmatic strategies, nurture strong partnerships with current and potential grantmaking and grant-seeking organizations, and provide senior leadership to CWF's internal DEI/cultural change management efforts. This role will lead an initial team of three people comprised of an Associate Director and Program Coordinator and directly manage the Associate Director.

Job Responsibilities

- Ensure ongoing engagement across ClimateWorks teams to deepen the organization's understanding of issues of justice, equity, diversity, and inclusion and to ensure that it is integrated into all aspects of our work.
- Accelerate programmatic efforts to increase focus on justice and equity, advise on grants made from ClimateWork Foundations' \$125M+ global grantmaking budget, and lead partnership efforts with funders, grantees, and other key partners.
- Oversee and direct the use of ClimateWorks' Justice and Equity Fund (initially \$3M for 2022) and its potential future growth and application.
- Work closely with the Funder Collaborations team to develop thoughtful sessions on justice and equity, bringing together the broader climate philanthropy community.
- Lead efforts to increase engagement with organizations that promote justice and equity in addressing climate change. Build relationships with BIPOC-led organizations and organizations representing front-line communities.
- Lead our relationship and engagement with our international Justice, Equity, Diversity, and Inclusion Advisors.
- Develop approaches to more fully embrace the principles of trust-based philanthropy for ClimateWorks and the broader philanthropic community.
- Manage the external presence of the Justice and Equity unit including communicating with external audiences in the climate community about racial and social justice in the context of mitigating climate change and developing new strategic partnerships as relevant.
- Help to guide and direct ClimateWorks' internal DEI and organizational culture work, including identifying and rolling out all staff trainings, and conducting equity and culture assessments.



The ideal candidate will possess at least 15 years of relevant/lived experience on issues related to climate justice, environmental justice, or economic justice. A leader and an influential partner and movement builder, the ideal candidate will thrive in both creative and strategic environments. The successful candidate will possess demonstrable experience in leading, developing, or coordinating programs and initiatives that focus on addressing inequities, social justice, and/or environmental justice. S/he/they will have demonstrated success owning leadership initiatives. In alignment with ClimateWorks' strategic goals, s/he/they will be able to successfully create and execute a road map and vision. The position requires someone with a demonstrated commitment to the values of diversity, inclusion, and equity. A leader with the ability to think strategically in seizing opportunities. A leader with demonstrated experience in assessing risk and streamlining processes and procedures. A leader with experience working in the nonprofit social justice or environmental justice space. A leader with demonstrated expertise in community engagement and excellent interpersonal communication skills.

The target salary range for this role is \$300K-\$375K. The preferred location for this role is in San Francisco, CA; however, we will consider qualified candidates with relevant experience that are based outside of the San Francisco Bay Area.

For consideration, interested candidates should submit a cover letter and resume. Your cover letter must address your experience and qualifications being sought. Submit materials [here](#) and visit climateworks.org for more information about the organization. To obtain further details about this opportunity, contact Jami Armstrong, Search Consultant at Nonprofit HR.

[Submit Resume & Cover Letter Here](#)

Nonprofit HR's Commitment to Diversity, Equity, Inclusion & Belonging

Nonprofit HR is committed to fostering and maintaining a work environment where diversity, equity, and inclusion (DEI) are fully integrated into everything we do for the benefit of our employees and the clients that we serve. To fully realize our goal, we prioritize our understanding of the complexities of DEI within our workforce to inform our approach to talent management. We believe that this guides how we do our work, advise our clients to operationalize DEI and position our content and educational opportunities help strengthen the talent management capacity of the social impact sector. Continue reading our about our commitment at nonprofithr.com/deinow.

