

## POSITION ANNOUNCEMENT

### Director of Programs Climate and Land Use Alliance

Location: Flexible

The [Climate and Land Use Alliance](#) (CLUA) is a philanthropic collaboration of the ClimateWorks Foundation, David and Lucile Packard Foundation, Ford Foundation, and Gordon and Betty Moore Foundation. CLUA seeks to realize the potential of forests and lands to mitigate climate change, benefit people, and protect the environment.

### POSITION DESCRIPTION

The **Director of Programs (DoP)** is a leader and manager who facilitates collaboration, communication, and learning across the Climate and Land Use Alliance. The DoP plays a key role on the CLUA Leadership Team, supporting programmatic strategy development and delivery, and engaging with key climate and land use donors and partners to ensure CLUA's priorities help advance our mission on climate, forests, and rights. More broadly, the DoP focuses on supporting the ecosystem of forest and land use funding. The DoP oversees CLUA's overall program priorities and together with program leads, helps set the direction for CLUA strategy and engagement.

### **Primary Duties & Responsibilities**

The Director of Programs is primarily responsible for the following:

#### **Overall programmatic strategy and delivery, including:**

- Leading collaboration across the Alliance in consultation with CLUA's Board, Executive Director, and Leadership Team, to develop and implement strategic priorities, including identifying emerging issues, opportunities, challenges, and needs affecting program delivery
- Monitoring and reporting on progress toward strategic priorities across CLUA's program areas, while identifying and exploring potential new programmatic priorities in consultation with program leads
- Recommending overall programmatic budget allocations to CLUA's Executive Director, in consultation with the Associate Director of Programs, and Operations Director
- Communicating CLUA's strategy to internal and external audiences
- Communicating regularly with the CLUA Board on emergent programmatic needs and opportunities, in consultation with the Executive Director

**Supervision of CLUA programs, including:**

- Providing strategic guidance, support, and management of CLUA Initiative Leads as well as oversight of programmatic consultants
- Ensuring insights from CLUA Initiative Leads and the organizations CLUA supports are informing CLUA's strategic focus
- Ensuring CLUA's grantmaking is informed by the needs and contexts in which grantmaking is taking place
- Reviewing and approving, and recommending for funding, CLUA grants and contracts

**Fostering collaborative funding opportunities and mobilizing more funding for the field, including:**

- Engaging with climate funders to identify emerging opportunities, areas of shared priorities, opportunities to align funding, and fill gaps in support for forest and land use priorities
- Participating in key climate and land use fora to track and understand implications of policy developments on funding priorities

The DoP has management responsibility for CLUA's Initiative Leads and an Associate Director of Programs. The DoP is supported by a Program Assistant, and reports to CLUA's Executive Director, while engaging with colleagues across the Alliance on organizational priorities.

**Desired Experience & Qualifications:**

The successful applicant will ideally have many of the following qualifications and some of the following experience:

- Extensive programmatic management, leadership, and strategy experience, especially in fast-paced, dynamic, mission-focused organizations and/or in international grantmaking or funding collaboratives
- Experience working and living in geographies where CLUA focuses (Brazil, Indonesia, Colombia, Peru, Mexico, and/or Central America)
- A minimum of ten years of relevant managerial/leadership experience, including as a member of a senior leadership team, with some of that experience focused on environmental/climate issues
- A track record of success in an international and/or growing organization
- The political savvy to navigate and thrive in a complex organization and the desire and ability to build bridges and strong collaborative relationships with all members across a diverse organization
- Excellent judgment and creative problem-solving skills, including the ability to appreciate and learn from different perspectives and to mediate and resolve conflict
- An innate sense of and deep commitment to diversity, equity, and inclusion and the respectful management of staff

- An approach of 'leading through service' - prioritizing the needs and wellbeing of people and the organization - and a leader who thrives in highly collaborative environments focused on large-scale impact
- Exemplary interpersonal and multicultural listening skills; impeccable attention to detail; superb follow-through; strong personal integrity and work ethic; a self-starter, comfortable with ambiguity
- Superior written and oral communication skills; the ability to effectively communicate a vision and process to senior leaders and other key constituents
- Experience leading monitoring and evaluation activities in complex environments
- The credibility and sound judgment required to effectively engage CLUA's leadership and constituents in support of its mission
- A commitment to supporting those you manage in maintaining a healthy work-life balance
- Ability to travel and to work outside of regular work hours (i.e. early mornings and/or late evenings or on weekends) when required to accommodate various time zones
- Working knowledge of a language relevant to CLUA's work, in addition to fluency in English

## **Application Process**

The Climate and Land Use Alliance is an equal opportunity employer and welcomes a diverse candidate pool. We recognize diversity as an asset essential to accomplishing our work and we view diversity as encompassing differences in race and gender, as well as age, national origin, ability, sexual orientation, job skills, education, and geographic location.

While the location for this position is flexible and remote work is possible, priority will be given to candidates deeply experienced or based in one of CLUA's focal geographies (Brazil, Colombia, Indonesia, Peru, Mexico and other Central American countries).

All interested candidates are encouraged to apply as soon as possible. CLUA will review applications on a rolling basis until the position is filled.

To be considered, please submit a cover letter and resume to [jobs@climateandlandusealliance.org](mailto:jobs@climateandlandusealliance.org)