POSITION ANNOUNCEMENT:
Associate Director of Impact and Learning
Climate and Land Use Alliance

Location: Remote  
Position: Full-time

The Climate and Land Use Alliance (CLUA) is a collaborative of foundations seeking to realize the potential of forests and lands to mitigate climate change, benefit people, and protect the environment. The CLUA member foundations are the ClimateWorks Foundation, the David and Lucile Packard Foundation, the Ford Foundation, Good Energies Foundation, and Gordon and Betty Moore Foundation. Margaret A. Cargill Philanthropies also awards grants in alignment with the CLUA strategy. By bringing together our resources and diverse expertise, CLUA supports policies, practices, and partnerships that halt and reverse forest loss, advance sustainable land use and development, and secure the rights and livelihoods of Indigenous and forest communities.

Position Description

The Associate Director of Impact and Learning will oversee CLUA’s monitoring and evaluation and support learning across CLUA’s priority geographies and between CLUA’s teams and funders. The Associate Director will develop and guide the implementation of a new, organization-wide monitoring, evaluation, and learning (MEL) system to support adaptive management and inform ongoing strategy refinement and responsiveness in CLUA’s grantmaking and program priorities. Working closely with CLUA’s Director of Programs, the Associate Director will build upon existing MEL frameworks and tools to support effective monitoring, evaluation and learning for CLUA’s programs and teams, including both geographic initiatives (Brazil, Indonesia, Mexico & Central America, and Colombia & Peru) and thematic priorities (including strategic communications, restoration, and food).

The Associate Director is a member of the CLUA Program Team and reports to the Director of Programs. To ensure MEL systems are responsive to regional needs, align with funder deliverables, and are efficiently and effectively implemented, the Associate Director will work closely with the CLUA Initiative Leads, the Director of Planning and Development, and the Director of Operations and their teams, as well as program officers at the CLUA member and aligned foundations. In collaboration with the Director of Communications, the Associate Director will also play a key role in synthesizing and clearly communicating information and facilitating input from diverse internal and external audiences.

Location

This position is remote, with a preference for candidates based in the Americas or Southeast Asia. The position will require work across multiple time zones, and with colleagues in Pacific and Ecuador Time Zones.

Primary Duties & Responsibilities

The Associate Director of Impact and Learning is primarily responsible for the following:
Monitoring and evaluation, including:

- Building a systematic and learning-focused approach to how CLUA measures and communicates its results and impact.
- Conducting a review of previous evaluations, recently retired strategy monitoring and reporting tools, existing regional monitoring and reporting tools, grant data collection formats, and grants management forms and tools.
- In consultation with internal stakeholders, developing a new alliance-wide MEL system that tracks progress towards CLUA’s strategic goals.
- Integrating existing MEL frameworks and tools previously developed to support specific regranting programs.
- Ensuring the MEL framework captures indicators and associated lessons learned that effectively integrate with the accountability and learning requirements of internal and external stakeholders.
- Working with operations and program staff to ensure technical systems are in place to support the secure collection, management, and dissemination of information to target audiences.
- Providing timely and reliable MEL data, information, and stories to support CLUA decision-making, including planning, the periodic review of strategies, and the development of regular reporting.
- Planning and tracking the effectiveness of CLUA’s MEL approach, processes, products and services; and developing MEL metrics and indicators of success.
- Managing external evaluations on CLUA’s behalf.

Learning and collaboration, including:

- Developing a systemized approach to maximizing collaboration between CLUA’s teams for learning, knowledge management, innovation, and impact.
- Actively creating opportunities to turn learning into collective knowledge, including elevating the MEL framework’s ability to support CLUA collaboration and collective impact.
- Stewarding the vision and implementation of CLUA as a ‘learning organization’ by setting a learning agenda in collaboration with the Director of Programs and Program Team members and other internal stakeholders.
- Developing and supporting improved knowledge management practices across CLUA, including the creation of systems and tools for regularly sharing successes and lessons learned.
- Fostering strong relationships and sharing information with staff responsible for learning at CLUA’s member and aligned foundations.
- Designing and supporting in-person and virtual meetings and workshops, in which learning is a key component.
- Producing reports, memos, presentations, or other materials to communicate learnings to a variety of stakeholders and to inform funder deliverable products.
- Staying up-to-date on relevant research and learning in the climate change, natural resource management, rights and/or rural development space.
- Providing analyses or summaries of learning products and tools.
In collaboration with the Director of Communications, developing relevant internal and external communications materials to support sharing progress towards goals, successes, and lessons learned.

- **Adaptive strategy development**, including:
  - Ensuring evaluations are connected to strategy and used as a learning and management tool.
  - Actively participating in CLUA’s new strategic planning process by reviewing and compiling learning from previous MEL efforts and contributing to a measurable strategic framework.
  - Translating the objectives of the forthcoming 2024-2030 strategic plan into measurable indicators that are easily understood and collectively supported by CLUA’s teams and funders.
  - Synthesizing and summarizing operational and programmatic data as well as analyzing changes and patterns in the internal and external environment, to develop recommendations that inform the Director of Programs’ strategic decision making.
  - Providing analysis of knowledge products (e.g. evaluations, qualitative findings, surveys, etc.) as input into CLUA’s annual planning process.
  - Participating in CLUA processes, including external evaluations, visioning exercises, and strategic planning efforts.
  - Participating in CLUA meetings, including CLUA Board meetings, retreats, and other meetings as requested by the CLUA Director of Programs.

**Preferred Experience & Competencies**

Applicants will ideally have many of the following competencies and some of the following experience:

- A minimum of 7 years work experience in the nonprofit and/or philanthropic sector, with 3 years of experience leading an organization’s MEL systems, as well as supporting MEL systems for complex programs, ideally across multiple contexts and geographies.
- Advanced degree in public policy, natural resource management, economics, social sciences, or other relevant field, preferably with specialization in organizational performance management or monitoring and evaluation.
- Excellent technical understanding of and experience with evaluation and adult learning methods.
- Experience coordinating, facilitating, and creating collaborative environments within and between organizations.
- Experience working with diverse types of organizations, including indigenous, community-based, and grassroots organizations.
- Experience in the fields of climate and/or land use, natural resource management, and/or rural development.
- Excellent organizational and program management skills and attention to detail.
- Demonstrated ability to think and act strategically; effectively manage complex processes involving multiple institutions and individuals in a team arrangement; and function as a good team player in multicultural settings.
- Excellent analytical, management, and oral and written communication skills in English, with
preference for also having a working knowledge of a language relevant to CLUA’s work.

- Capacity to engage with and inform different donors and strategies, including those implemented through CLUA.
- Excellent judgement, with the ability to adhere to confidentiality requirements and handle sensitive matters with discretion.
- Strong emotional intelligence, with the ability to facilitate relationship building across CLUA.
- Experience collaborating with international teams, with demonstrated sensitivity to the experiences, needs, and concerns of individuals from diverse cultures, backgrounds, and identities.
- An innate sense of and deep commitment to diversity, equity, and inclusion with experience working in diverse, equitable, and inclusive work environments and experience in anti-racist/anti-colonial work, as well as a strong commitment to ongoing justice and equity work.
- Ability to travel and to work outside of typical work hours (i.e. early mornings and/or late evenings) when required to accommodate various time zones.

**Application Process**

CLUA welcomes a diverse candidate pool. We recognize diversity as an asset essential to accomplishing our work and view diversity as encompassing differences in race and gender, as well as age, national origin, ability, sexual orientation, job skills, education, and geographic location. All interested candidates are encouraged to **apply by November 14, 2022**.

To be considered, submit a cover letter and resume in English to jobs@climateandlandusealliance.org