

GoodCitizen

Resources Legacy Fund
Director of Climate
Location: Remote

About Resources Legacy Fund

[Resources Legacy Fund](#) (RLF) is a 501(c)(3) public charity with a mission to advance bold solutions to secure a just and resilient world for people and nature. We are a multi-disciplinary team of policy and political strategists, campaign organizers, coalition builders, grant makers, communicators, and administrative professionals, intently focused on delivering results. For more than 20 years, we have designed and delivered programs that accelerate change on urgent environmental and social challenges, partnering with leaders in philanthropy, government, communities, academia, and business to achieve durable, equitable outcomes.

Solving the environmental and social crises we face requires a multi-faceted strategic approach that cultivates trust among partners and is nimble when needed. Our work succeeds at scale by building effective public-private partnerships, growing capacity among on-the-ground partners, advancing smart policies, and securing public funding for the intersecting pursuits of biodiversity conservation, climate solutions, and environmental equity and justice.

RLF also partners with an affiliated 501(c)(4) social welfare organization, Fund for a Better Future (FBF), whose mission is to advance equal rights for all, ensure healthy communities, and protect the environment, including taking action to address our climate crisis.

Climate Program

The planet faces an ever-worsening climate crisis that impacts communities and ecosystems with larger and more destructive storms and wildfires, extreme heat, worsening drought, warming oceans, vanishing species, and rising sea levels. Global greenhouse gas emissions, driven primarily by fossil fuel production and use, continue to rise despite widespread recognition that they are at the core of the problem. As the urgency of climate change grows, we recognize the need to expand our focus and make significant contributions to climate action. The Climate Program aims to achieve the following outcomes:

- In alignment with conservation and equity goals, fossil fuel production and use are drastically reduced, and clean energy is rapidly expanded.
- The transition to a clean energy economy creates economic opportunities that support healthy communities and ecosystems.
- Nature-based climate solutions help achieve net zero carbon emissions.
- Vulnerable communities are resilient to the adverse impacts of climate change.

We envision a future in which the use of nature-based climate solutions and a responsible and inclusive clean energy transition provide broad benefits for people and planet, and communities are more resilient to the effects of climate change. We are seeking a dynamic and visionary leader to join our team in a newly created role of Director of Climate. This is a unique opportunity to shape and expand our climate initiatives. The successful candidate will play a pivotal role in building our climate strategy, programs, and directions; increasing our visibility in the climate sector; and driving meaningful environmental change.

RLF also houses several fiscally sponsored projects with expert teams that complement our mission through efforts such as building climate leadership across America, halting new petrochemical development, and advancing global and national initiatives to protect biodiversity and meet climate goals. As we continue to welcome new fiscally sponsored projects into our portfolio, we seek to cultivate and nurture collaboration with and among projects to advance shared goals. Our affiliated 501(c)(4) organization, FBF, also houses several fiscally sponsored projects whose primary mission is to address our climate crisis domestically and internationally.

The Opportunity

By joining our team, the Director of Climate will have the opportunity to lead and shape a critical area of our work that addresses one of the most pressing challenges of our time. They will be at the forefront of expanding our impact in climate action, helping to secure a sustainable future for our planet. Reporting to the Vice President of Climate and Conservation, the Director of Climate will lead the recently created Climate team. They will oversee the development and execution of high-level program strategy, provide expertise on climate policy, and develop and lead climate-related campaigns. The Director will be responsible for advancing RLF's climate priorities through a combination of program development and oversight, fundraising, and cross-team leadership and coordination. The Director will also be responsible for identifying and advancing aligned opportunities for climate-related programmatic strategies with RLF's 501(c)(4) affiliated organization, FBF.

The Director will lead a current team of 4 and is a member of the RLF Leadership Team.

Key Responsibilities

The Director of Climate's specific areas of responsibility include, but are not limited to:

Program Development and Oversight

- Develop and implement a comprehensive climate strategy in close collaboration with leadership and staff. Drive the development and implementation of cutting-edge climate programs and initiatives. Evaluate emerging trends and opportunities for expanding the Climate portfolio and identify innovative directions for growth.
- Lead the Climate team including providing strategic direction and day-to-day management and oversight of programs, budgets, and staff. Manage team performance, including assigning and directing work, evaluating performance, delivering timely and constructive feedback, and supporting professional development.
- Monitor and report on the progress of climate initiatives, ensuring alignment with our overall mission and objectives and incorporating learning into program activities.
- Review staff recommendations on pre-proposals and proposals and approve grants and contracts.

Fundraising to Develop Resources for Climate Work

- Secure funding and resources to support the growth and sustainability of our climate programs. In collaboration with RLF's Development Team, develop and execute a strategic fundraising plan for climate initiatives, including identifying potential donors, grants, and funding opportunities. Track and report on fundraising progress.
- Cultivate and maintain relationships with existing and potential donors, ensuring effective communication and stewardship. Develop and oversee grant proposals, funding reports, and donor communications related to climate programs.
- Participate in fundraising events, campaigns, and activities to generate financial support for climate projects.

Cross-Cutting Leadership and Organizational Responsibilities

- Build collaborative relationships with colleagues. Help build climate knowledge internally at RLF and learn about other areas of RLF's work. Identify opportunities for program and project synergy across teams and departments.
- Analyze climate-related policies and collaborate with staff to engage on key issues.
- Work with grants administration staff to deploy grant funding effectively.
- Represent RLF with external audiences and manage relationships with partners.

Ideal Candidate

RLF seeks a strategic, visionary, equity-driven leader with robust experience in successful nature-based and equity-focused climate policy development, advocacy, partnership, and funder engagement. This leader will have deep skills in building or reshaping a climate-focused department, creating and driving strategic plans, collaborating with other programmatic areas, and driving successful fundraising efforts.

The ideal candidate will have a record of winning policy campaigns, partnering with grassroots, state, and national organizations, mentoring and supervising staff, and being a climate expert and leader within an organization. The inaugural Director of Climate will have experience intersecting conservation and climate justice. Experience leading climate work in California and the West Coast is a plus.

Qualifications

With the understanding that no person will offer every desired skill and characteristic outlined below, compelling candidates will offer much of the following:

- At least 10 years of experience in advancing programs and strategies related to climate. Experience with climate policy development, 501(c)(4) advocacy strategies, coalition building, and partnership engagement, and fundraising highly preferred.
- Demonstrated experience developing and executing successful strategies in the fields of nature-based climate solutions and climate adaptation and resilience.
- Demonstrated experience working with climate funders and in advancing philanthropic proposals for climate, conservation, and equity outcomes.

- Commitment to working creatively and in collaboration with diverse partners to advance impactful climate, conservation, and environmental justice policies and funding, even in challenging political environments.
- Experience building and managing effective teams of staff, advisors, and consultants.
- Extensive working knowledge of climate and environmental policy, processes, and politics, and a deep contact network in these areas. California experience is a strong plus.
- Exceptional composition, editing, and spoken communication skills. Ability to synthesize information from multiple sources into lucid, cohesive, and compelling written products that are attentive to tone, style, and audience. Critical eye for grammar, punctuation, and syntax.
- Experience developing and tracking outcomes and metrics to understand and improve the effectiveness of programs, campaigns, and advocacy strategies.
- Capacity to manage and coordinate simultaneous projects, and to respond rapidly and appropriately to changing priorities and situations.
- Technological ability to learn and consistently use RLF's preferred systems and tools and adhere to confidentiality policies and procedures.
- Commitment to building and supporting a positive and inclusive work environment.
- Good judgment and ability to work with grace under pressure.
- Ability to travel.

Salary, Location, and Travel

The salary range for this position is \$200,000-\$225,000 which is carefully considered to account for equity, and the final offer will be based on the candidate's qualification and experience. RLF offers a generous benefits package including comprehensive medical, dental and vision insurance, paid time off, life and disability insurances, employer contribution to a retirement plan, and a student repayment program.

This position is remote within the US. Regular travel to Sacramento required as needed, at minimum quarterly.

Resources Legacy Fund's EEO Statement

We are committed to providing a work environment free from discrimination, where all team members feel valued, respected, and included. We know that our work is enriched by the varied voices and perspectives of every staff and board member, so we are committed to making an earnest effort to recruit, welcome, train, develop, and retain talented individuals from diverse backgrounds. We believe that a diverse and inclusive culture expands our creative capacity to do our work and achieve greater outcomes for people and place. Learn more about RLF's commitment to [diversity, equity, and inclusion](#) on our website.

To Be Considered

Please submit your resume and cover letter expressing your interest in the position and fit for the role via the "[Become a Candidate](#)" button. Letters may be addressed to Martens Roc.

Applicants applying by July 5th will be given priority consideration, with the position open until filled.

GoodCitizen has been exclusively retained by Resources Legacy Fund to lead this search. For questions, please contact:

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