

## Global Coal Initiative Director

**LOCATION:** San Francisco, CA or Washington, D.C. strongly preferred  
**FULL/PART TIME:** Full-time  
**REPORTS TO:** Bruce Nilles, Executive Director of Climate Imperative

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### POSITION SUMMARY

Climate Imperative Foundation seeks a skilled, creative, and innovative climate change professional with well-honed strategic campaign skills to serve as its Global Coal Initiative Director, with a specific focus on working with policy makers and advocates to end the rush to build new coal-fired power plants globally. The successful candidate will have strong leadership and diplomacy skills, outstanding communications abilities, and a disposition toward finding and driving solutions in a complicated arena. This Initiative Director will report to the Executive Director of Climate Imperative and be responsible for leading grantmaking efforts, working in concert with other members of the team and global funding partners. Climate Imperative Foundation has contracted with Energy Innovation: Policy and Technology LLC (Energy Innovation) for its staffing needs.

### OUR COMMITMENT

We are committed to diversity, equity, and inclusion and to a transparent recruitment process that fosters belonging. Our goal is to hire and advance people regardless of race, gender, ability, sexual orientation, age, citizenship status, military service, medical condition, and any other protected characteristic under local, state, or federal law. We encourage people from all backgrounds to apply. We are committed to an accessible application process and employee experience. If you need a reasonable accommodation during the application or interview process, please email Jennifer Taylor at [jennifer@energyinnovation.org](mailto:jennifer@energyinnovation.org).

### KEY RESPONSIBILITIES

#### Strategy

- Position an end to the construction of new coal-fired power plants as a central and essential part of addressing the climate crisis globally, creatively considering all advocacy options
- Identify the near-term opportunities to support policymakers and advocates to replace plans for new coal-fired power plants with a suite of clean energy alternatives
- Ensure the policies we are promoting and winning are equitable all residents are able to afford and enjoy the benefits of this transition
- From a global vantage point, see opportunities to knit regional efforts into a cohesive strategy, amplifying and replicating wins in other jurisdictions

#### Campaign Coordination & Coalition-Building

- In collaboration with global advocates, policymakers and funders, determine how to rapidly secure a global commitment to phase out plans for new coal-fired power plants, including how to intensify existing efforts
- Ensure that you and our partners have a deep understanding of how to win in each decision-making venue
- Ensure that racial justice and equity and an economic transition strategy for affected workers are central to the design, implementation, and impact of the initiative
- Build a clear, concise, metric-driven campaign strategy to win, in consultation with relevant experts

#### Grantmaking & Convening

- Identify the grantees who can execute the initiative strategy, and develop a portfolio of grants so they can lead this initiative to success
- Regularly convene grantee and funding partners to ensure strong coordination, track progress, repair problems, expand, contract or phase down elements of the initiative, as necessary

- Report, without bias, on progress and stalls to the Board of Directors
- Serve as a thought leader to the broader philanthropic and NGO community on strategy and grantmaking
- Serve as a sounding board and resource for other Climate Imperative staff

## **CANDIDATE PROFILE & EXPERIENCE**

We have the potential to relegate coal to history in our lifetime. At the COP26 summit, multiple countries committed to ending public financing on new coal plants. This builds upon decades of advocacy led by a coordinated global network of advocates and funders. Yet the threat remains. The Global Coal Initiative Director will intensify the commitments made at COP, bringing and coordinating significant resources to help policy makers and advocates stop the rush to build new coal plants and fundamentally shift the market for clean energy around the world.

This role requires a leader with outstanding relationship- and trust-building skills and cross-cultural competence to work with a diverse group of partners, from grassroots advocates to high level policymakers and aligned philanthropies. The director is an equity-centered, authentic, and strategic leader who knows what it takes to win, sees opportunities for leverage, and communicates powerfully and persuasively about how to end coal-fired power for good.

### **Core/Required**

- 7+ years of work experience leading successful campaigns to achieve policy change at broad scale and in multiple geographies
- Deep interest, passion, and commitment to reducing climate change; understanding what is at stake and ready to boldly tackle some of the most complex challenges facing humanity
- Keen sense of what it takes to make lasting change in various venues (political, business, community) and high-level facility with international diplomacy and cross-cultural competence
- Leads with integrity and cultural sensitivity and brings a sophisticated analysis of the intersection of racial, economic, and climate justice across geographies
- Ability to identify, evaluate, and collaborate with grantee partners, understanding and actively working to dismantle the traditional funder-grantee power dynamic
- Ability to track multi-dimensional global efforts and see opportunities for leverage and scaled impact
- Team player with a commitment to working on a diverse team
- Delivers timely and direct feedback that contributes to partners' and team members' ongoing development
- Promptly resolves problems through timely consultation in an environment of mutual respect
- Seeks out and uses feedback as a developmental opportunity for self and others
- Ability to develop and maintain collaborative relationships with high level industry and government officials
- Eager to take on a wide variety of tasks and help with all aspects of a small company
- Willingness and ability to travel, consistent with COVID policies

### **Preferred**

- Undergraduate or advanced degree in one or more environmental policy-related fields, including public policy, environmental management, environmental science, sustainability, international relations, law, or sustainable finance
- Understanding of and experience with the fossil fuel industry and clean energy landscape
- Prior philanthropic experience, particularly global

## **APPLICATION PROCEDURE**

To apply or nominate a candidate, please send a resume and cover letter to search consultant Cathy Schreiber at [cathy@energyinnovation.org](mailto:cathy@energyinnovation.org) with "Global Coal Initiative Director" in the subject line. Submission in a combined PDF or Microsoft Word file is preferred. This position is open until filled, with an **initial application deadline of Feb. 28, 2022**.

## **SALARY AND BENEFITS**

Energy Innovation provides a competitive compensation package, including a salary commensurate with qualifications and experience, and a comprehensive benefits package. Benefits include:

- Up to 100% of premium paid for base medical, dental and vision plans
- STD & LTD disability insurance
- Life insurance
- Carrot fertility and family planning benefits
- Student loan repayment assistance
- 401k retirement plan with a company match contribution
- Public transportation benefit options
- Cell phone and health/wellness reimbursement
- 14 paid holidays and four weeks of paid time off (PTO)
- Regular staff lunches and team building activities
- SF and DC office stocked with healthy snacks and beverages
- An innovative, collaborative, welcoming work culture

## **ABOUT US**

Climate change is governed by physical facts—about carbon sources, accumulation, impacts, and timing, and more importantly, about solutions that work. These facts must inform strategy: they show that avoiding dangerous climate change is only possible through strong policy to cut carbon, promptly, in the biggest countries.

Climate Imperative is driving to win the most important climate policy decisions. Each Climate Imperative initiative aims to save at least three billion tons of CO<sub>2</sub>e cumulatively by 2050. For each initiative, we are convening and supporting a talented, proven team of grantees, and supporting them to do whatever is needed to win by providing: world-class technical advice, direct financial support, targeted communications, and/or public support. The decisions targeted represent the largest near-term carbon abatement opportunities around the world. This Global Coal Initiative is focused on the near-term opportunity to end the construction of new coal-fired power plants globally. The goal is to replace plans for new coal-fired plants across approximately three dozen countries with plans for clean energy alternatives including wind, solar and batteries. And, to do so with equity at the fore, recognizing that those most impacted by the climate crisis must benefit first from solutions.

To address these issues, Energy Innovation was established in 2012 as a clean energy and environmental policy firm to provide timely research and analysis on energy policy options to policy makers, thought leaders, and members of the media. Energy Innovation also works with clients to facilitate philanthropic investments in advocacy that helps reduce carbon pollution. Energy Innovation will be the employer for this role, and the position is wholly dedicated to the Climate Imperative project.