



Climate and Land Use Alliance

Search for the Director of Development Climate and Land Use Alliance Remote

The Opportunity

The Climate and Land Use Alliance (CLUA), a collaborative of foundations seeking to realize the potential of forests and land use to mitigate climate change, benefit people, and protect the environment, seeks an entrepreneurial fundraising professional to serve as its inaugural Director of Development. The creation of this critical senior leadership position is, in part, a result of significant philanthropic commitments among CLUA's member foundations and others to halt and reverse tropical deforestation while supporting just, sustainable development by the end of this decade. To achieve this goal, the Forest, People, Climate (FPC) collaborative was formed to focus on equitable and enduring solutions that safeguard tropical forests and support those stewarding them, in particular Indigenous Peoples, Local Communities, and Afro-descendants in tropical forest countries. CLUA is the host of FPC. While the Director will also oversee CLUA's fundraising functions, they will dedicate significant energy to fundraising for FPC, which seeks to mobilize a total of \$2 billion in new philanthropic support. To date, \$780 million has been committed – FPC aims to raise an additional \$1.2 billion in new philanthropic support over the next five years. The Director of Development will be the lead fundraising strategist for FPC, as well as other strategic initiatives for CLUA.

Reporting to CLUA's Executive Director, the Director of Development will serve as a key member of CLUA's senior management team and work collaboratively with key partners to raise philanthropic support for FPC and CLUA. Securing this funding support is critical to advancing FPC's aim of enabling more funding to reach grantee partners, both directly and through a network of regrantee organizations able to make grants in tropical forest countries. The Director will play an essential role in designing and articulating a compelling case for funders to support FPC's strategic priorities. Success will be determined by the Director's ability to expand the donor pipeline by identifying, cultivating, soliciting, and procuring major, principal, and transformational gifts from individual and institutional supporters. To support these aims, the Director will work closely with and have oversight of a small team. To succeed in this role, the Director must possess a demonstrated ability to achieve ambitious funding goals and have a track record of working successfully in a matrixed organizational structure. The Director must be collaborative, supportive, and transparent when building relationships with key internal and external partners. This will help ensure successful engagement with CLUA's Board, program staff both in CLUA and its member foundations, and with partners from the Climate Leadership Initiative, a foundation-sponsored nonprofit providing advisory services to philanthropists to help them find their path to climate impact.

As a champion for FPC and CLUA's strategic philanthropic initiatives, the ideal candidate must be passionate about and personally committed to addressing climate change, equity, and justice. They must have a minimum of 10 years of proven leadership and organizational experience in philanthropy in a complex and growing enterprise. They must also possess thorough knowledge of all areas of a comprehensive fundraising program and a track record of significant professional success in donor cultivation, solicitation, and stewardship of high-net-worth individual philanthropists and foundations. The successful candidate will bring a broad perspective to the role and, through open and proactive channels of communication, will forge strong partnerships to benefit the overall success of FPC, CLUA, and of climate philanthropy at large. The Director must possess extensive experience in co-creating organizational strategies to achieve ambitious fundraising goals; be able to create a results-oriented work environment that promotes collaboration and achievement; and demonstrate a high level of integrity, trust, emotional intelligence, and political savviness to foster collaboration among a wide range of constituents. In addition, the ideal candidate must exhibit the credibility and sophistication to effectively engage with and work with key partners across CLUA, the FPC collaborative, and beyond, as well as be a self-starter who effectively prioritizes and meets goals in an environment of rapid change and urgent action.

CLUA is especially interested in recruiting new team members who reflect the diverse communities they serve. This position is remote, with a preference for candidates based in FPC's and/or CLUA's priority regions, including Indonesia, Mexico, Central America, and the Amazon or Congo basins. However, candidates from all geographies will be seriously considered. The position will require work across multiple time zones, and with colleagues around the world.

CLUA has retained Rachel Ellenport of the national executive search firm Isaacson, Miller to conduct this important recruitment. Confidential inquiries, nominations, and applications may be directed to the search firm as indicated at the end of this document.

Background: Climate and Land Use Alliance

Established in 2010, the [Climate and Land Use Alliance](#) (CLUA) is an alliance of foundations (the "Alliance") that believe forests and sustainable land use are an essential part of the global response to climate change. By bringing together its resources and diverse expertise, the Alliance seeks to promote viable solutions and mobilize greater funding to conserve forests and more sustainably use land—for the benefit of people and the planet. Today, the Alliance member foundations include ClimateWorks Foundation, the David and Lucile Packard Foundation, the Ford Foundation, the Gordon and Betty Moore Foundation, and Good Energies Foundation. Additionally, Margaret A. Cargill Philanthropies also awards grants in alignment with the CLUA strategy.

Across borders and sectors, 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 Peoples and forest communities. To this end, the Alliance makes high-impact grants to

innovative projects at the global level and across tropical forested regions, focused on Brazil, Colombia, Peru, Indonesia, Mexico, and Central America. Informed by the experiences of its grantee partners, the Alliance also works to advise and convene a growing network of public and private sector allies to galvanize the international community to action to conserve and more sustainably use forests and lands. CLUA has an approximately 75-person global staff.

Background: Forests, People, Climate

[Forests, People, Climate](#) (FPC), which was formally established following COP27, is a collaborative of philanthropic donors, civil society, and community-based organizations seeking to halt and reverse tropical deforestation while supporting just, sustainable development. The funders involved include 17 leading climate philanthropies: the Ballmer Group, the Children Investment Fund Foundation, Instituto Clima e Sociedade, the Climate and Land Use Alliance, ClimateWorks Foundation, the David and Lucile Packard Foundation, the Ford Foundation, the Good Energies Foundation, the Gordon and Betty Moore Foundation, the Grantham Foundation, Instituto Arapyaú, the Joseph and Vera Long Foundation, the Klarman Family Foundation, Margaret A. Cargill Philanthropies, Skoll, the William and Flora Hewlett Foundation, and Vere. These private philanthropies have already committed a combined \$780 million toward climate projects in tropical forest countries, specifically in the Amazon, the Congo Basin, and Indonesia, and seek to mobilize a total goal of \$2 billion in funding, of which an additional \$1.2 billion in new philanthropic support is still needed to reach that goal over the next five years.

The funding will support safeguarding forests and supporting the Indigenous and local communities stewarding them; shifting finance and markets to favor standing forests; and strengthening public support and advancing strong policy. The collaborative also crucially focuses on ensuring funding flows to where it is most needed for impact, in particular to Indigenous Peoples, Local Communities, and Afro-descendants in tropical forest countries.

Organizational Structure: CLUA and FPC

The Climate and Land Use Alliance (CLUA) hosts Forests, People, Climate (FPC) to accelerate progress toward our shared goals of raising more support and moving more resources to organizations working to halt and reverse tropical deforestation, meaning that CLUA provides core operational and programmatic support to FPC's work. This includes supporting FPC's work to mobilize new funding, develop strategies in consultation with partners closest to the work, and equitably support the field with a focus on those historically excluded. CLUA's Board provides high-level governance for FPC. FPC staff are part of CLUA's staff.

Leadership and Governance: CLUA and FPC

CLUA Executive Director

Lindsey Allen is the Executive Director of the Climate and Land Use Alliance. Lindsey joined CLUA as Executive Director in August 2021. A lifelong environmental and human rights advocate, Lindsey has engaged some of the world's largest companies in cleaning up their environmentally destructive practices while inspiring powerful mobilizations for environmental and social justice. Prior to joining CLUA, Lindsey served as Chief Program Officer at Greenpeace USA where she oversaw strategy and campaigns on climate, forests, and democracy. Allen previously spent almost a decade with Rainforest Action Network, serving as the Executive Director during a time of significant growth and increased focus on diversity and justice reform. Allen began her career as a forest campaigner, working to end destruction of the Amazon rainforest and North American Boreal Forest. Motivated by the urgency to accelerate justice and climate action, Allen is deeply committed to protecting forests, lands, and the rights of Indigenous and frontline communities to create a just and livable future. She graduated from Humboldt State University with a Bachelor of Arts in Anthropology.

CLUA Board

CLUA and FPC are governed by a Board made up of representatives from CLUA's member foundations as well as external experts. The Board has broad oversight over unified strategy and grantmaking that supports the collaborative's strategic initiatives. To learn more about the Alliance Team and Board, please visit: <https://www.climateandlandusealliance.org/about-us/alliance-team/>

The Role: Director of Development

Reporting to the Executive Director of the Climate and Land Use Alliance, the Director of Development will develop, execute, and evaluate a fundraising strategy for the Forests, People, and Climate collaborative and cultivate ongoing relationships with existing and new donors. The Director will also oversee CLUA's fundraising functions, but will dedicate significant energy to fundraising for FPC, enabling funds raised to flow directly to grantee partners and a network of regrantee organizations. The Director will oversee a small team, serve as a member of CLUA's Senior Management Team, coordinate with other CLUA teams, and work closely with CLUA's Board and partners from the Climate Leadership Initiative (CLI).

This is a new position for CLUA and FPC. In order to achieve an ambitious funding goal of a total \$2 billion for FPC, of which \$1.2 billion in new philanthropic funding is still needed, it will be critical for the Director to cultivate and steward new senior relationships with high-net-worth individuals and foundation partners.

The Director of Development will be primarily responsible for the following:

Develop, execute, and evaluate a fundraising strategy, including:

- Serve as the chief fundraiser for FPC and CLUA
- Guide and support the Executive Director in her role as chief spokesperson, serving as a coach, advisor, and co-strategist in cultivating and soliciting transformative philanthropy to FPC
- Similarly guide and support senior leadership, program staff, board members, and other key constituents in all philanthropy-related fundraising activities, ensuring that their time spent is productive and meaningful
- Ensure that the principles of trust-based philanthropy are embedded into all aspects of the fundraising strategy
- Work with CLUA's Operations and Programs teams to create funding targets in line with FPC strategy budgets and operational costs
- In collaboration with key partners across the collaborative, including colleagues within the Climate Leadership Initiative (CLI), create prospect lists and set individual fundraising targets
- Collaborate with the CLI and the FPC and CLUA Communications teams to tailor the strategy and narrative for individual donors, and produce compelling, high-quality materials for engaging them
- Measure the results of the fundraising strategy implementation against goals and share best practices and opportunities for learning
- Oversee the establishment and/or renewal of core funding and regranting agreements as well as annual reporting to CLUA and the FPC collaborative

Build, manage, and steward a pipeline of donors, including:

- Create donor prospecting systems and maintain a prospect database to track donor information and the status of outreach and relationships
- Establish diligence, vetting processes, and gift acceptance criteria to assess potential donors
- Coordinate with CLI and internal partners to ensure efficient and effective donor outreach
- Engage potential donors and determine their priorities and giving preferences
- Pitch unrestricted funding for FPC, or relevant individual FPC strategies
- Engage donors who make direct grants to partners in alignment with the FPC strategies and determine which FPC strategies align with their planned funding
- Identify potential training needs for program staff interacting with donors

Formalize onboarding processes for new donors and provide a menu of giving and engagement options, including:

- Oversee the development of grant agreements with new and aligned donors, including agreements to share data on planned grantmaking and funding deployed to the field, as inputs for FPC's resource tracking efforts
- Oversee the development and implementation of an onboarding process, including the creation of tailored communication and education materials and processes to educate donors on FPC values, activities, and impact, and on ways for donors to engage

- Work with the FPC Engagement Director and CLUA Program Director to develop a streamlined process in order to identify funding gaps in FPC strategies and to recommend re-grantors and grantees in line with donor interests and giving preferences when requested

Develop and maintain donor relationships to ensure retention and to support ongoing funder learning, including:

- Continuously monitor, manage, and strengthen donor relationships to ensure that both CLUA's and FPC's philanthropic relationships and partners support revenue targets
- Represent CLUA and FPC in external meetings and convenings
- Support the CLUA Executive Director and CLUA Board with senior donor relationships, including briefings and talking points in advance of meetings and supporting follow-up
- Ensure regular, timely, and personalized logistical updates, reports, and presentations, and other stewardship materials, are provided to donors on the status and impact of their specific gifts
- Create opportunities for donor retreats, field convenings, site visits, etc., in coordination with CLI and relevant FPC and CLUA teams
- Support trusting relationships between donors and re-grantors/grantees by liaising between both parties in coordination with the FPC Engagement Director, guiding donors on a journey to strengthen relationships and consider direct grantmaking

The successful candidate will have many of the following competencies and some of the following experience:

- A minimum of 10 years of experience in nonprofit fundraising and/or funder management
- Successful track record of building relationships with high-net-worth individual philanthropists and senior foundation leaders to secure large funding contributions
- Experience curating events and tailored experiences for donors or high-net-worth individuals
- Working knowledge of the forest conservation and inclusive development fields, and the ability to speak to donors about FPC strategies, goals, and values
- Experience and/or personal passion for developing novel approaches to complex problems and demonstrated capacity to engender enthusiasm and commitment to working in concert to reach shared goals that will benefit the broader conservation philanthropy landscape as opposed to a single organization
- Matrix management experience with the demonstrated ability to build and develop a fundraising team, and to work with several teams and levels of seniority across an organization
- Ability to translate technical information from FPC and CLUA colleagues and communicate accordingly to donors without previous philanthropic experience in forest conservation and inclusive development fields
- Ability to synthesize information from other FPC and CLUA colleagues to determine funding priorities and work closely with relationship managers for re-grantor network and grantee partners

- Excellent interpersonal skills and emotional intelligence to facilitate long-term, trusting relationships with a variety of funder audiences
- Excellent written and oral communications skills, including ability to translate technical strategy documents into compelling donor-facing materials, and tell compelling stories via funder pitches, reports, and other modes of communication on an ongoing basis
- Results-oriented project management skills to set and achieve ambitious fundraising targets
- Experience working in diverse, equitable, and inclusive work environments, including experience in anti-racist and anti-colonial work, and demonstrated commitment to justice and equity work
- Demonstrated sensitivity to the needs and concerns of individuals from diverse cultures, backgrounds, and identities
- Ability to spend a large percentage of your time traveling domestically and internationally and to work outside of typical work hours when required to accommodate various time zones

Location

This position is remote, with a preference for candidates based in FPC's and/or CLUA's priority regions, including Indonesia, Mexico, Central America, and the Amazon or Congo basins. The position will require work across multiple time zones, and with colleagues around the world.

Compensation

The salary range for this position begins at \$300K plus employment benefits for candidates residing in major metro areas in the United States and a possible incentive bonus tied to mutually agreed upon fundraising achievements. For candidates based outside of the United States, compensation for services via a consultant contract will be adjusted for cost of living based on the individual's remote working location.

Application, Inquiries, and Nominations

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website for the search. Electronic submission of materials is strongly encouraged.

<https://www.imsearch.com/open-searches/climate-and-land-use-alliance/director-development>

Rachel Ellenport, Partner
Nicole Poe, Managing Associate
Megan Gorman, Managing Search Coordinator

Equal employment opportunity and having a diversity of staff and consultants are fundamental principles at CLUA, where consultant selection, employment, and promotional opportunities are based upon individual capabilities and qualifications without regard to race, color, religion, gender, pregnancy, sexual orientation/affectional preference, age, national origin, marital status, citizenship, disability, veteran status, or any other protected characteristic as established under law. CLUA does not discriminate against formerly incarcerated individuals.