



# Tenure Facility

**Search for the Chief Development Officer  
The International Land and Forest Tenure Facility  
Remote**

## **The Opportunity**

[The International Land and Forest Tenure Facility](#) (Tenure Facility) seeks an entrepreneurial and demonstrated fundraising professional to serve as chief development officer (CDO) at an exciting time of growth and momentum. Reporting to the executive director and serving as a critical member of the senior management team, the CDO is presented with a unique opportunity to construct the infrastructure of and advance priorities for the organization's nascent development enterprise following significant investment from several donors, including the Bezos Earth Fund and TED's Audacious Project. A decade since its incubation, and with a proven track record of funding projects that reduce deforestation, cut carbon emissions, restore ecosystems, and promote human rights for Indigenous Peoples and local communities, the Tenure Facility is uniquely positioned to expand funding from its current and loyal base of supporters while importantly expanding the donor pipeline of individual philanthropists and foundation support. As such, the CDO is charged with diversifying philanthropic revenue streams and amplifying the mission and impact of the Tenure Facility's work to both new and existing benefactors.

The Tenure Facility is the first and only international, multi-stakeholder financial mechanism exclusively focused on securing land and forest rights for Indigenous Peoples and local communities. Indigenous Peoples and local communities live in more than half of the world's land area, yet they legally own less than 10 percent of their territories. By offering grants and technical expertise at the speed and scale required to secure tenure and sustainably manage millions of acres at risk today, the Tenure Facility enables these populations and communities to have the cultural and economic independence to thrive and continue to protect systems vital to global climate, fresh water, and food security. The Tenure Facility works directly with the Indigenous Peoples and local communities, as well as their allies, to ensure laws on community rights are translated into rights recognition on the ground. It supports them to achieve formal legal recognition of their land and forest rights on maps, in laws, and in the plans and operations of government and private investors, and works strategically with local, national, and international constituents to foster community-level partnership and joint action with governments and the private sector. Today, the Tenure Facility's portfolio includes projects with new or existing partners spanning three continents and 18 countries across Africa, Asia, and Latin America.

Tenure Facility currently has a fundraising target to raise \$300 million by 2027, in diversified funding sources between bilaterals and philanthropy, and the CDO will construct the development infrastructure required to achieve and sustain the organization's fundraising ambitions. In doing so, this individual will work collaboratively with key partners to design and articulate a compelling case for current and prospective funders to support the organization's strategic priorities. Success will be determined by the CDO's ability to expand the donor pipeline through identifying, cultivating, soliciting, and procuring major, principal, and transformational gifts from individual and institutional supporters. To support these efforts, the CDO will strategically organize and grow a high-performing team of fundraising and communications professionals, and implement necessary systems and processes to ensure a sustainable development infrastructure. This individual must possess a demonstrated ability to achieve ambitious funding goals and have a track record of working successfully in a complex organizational structure, ideally one that is global in nature and rapidly evolving from start-up mode into a more established organization. The CDO must be collaborative, adaptable, supportive, and transparent when building relationships with key internal and external constituents, including with the Tenure Facility's board of directors and programs staff.

As a champion for the Tenure Facility's mission, impact, and vision, the ideal candidate must be passionate about and personally committed to working in partnership with Indigenous Peoples and local communities to strengthen their tenure and ability to preserve, protect, and enjoy the benefits of their traditional lands, territories, and resources. The selected candidate will possess a minimum of 10 years of proven leadership and, ideally, organizational experience in creating inclusive, diverse, social, and environmental outcomes in complex and growing enterprises. They must also possess thorough knowledge of all areas of a comprehensive fundraising program and a track record of significant personal success in funding complex initiatives via public or private donor cultivation, solicitation, and stewardship of high-net-worth individual philanthropists and foundations.

The CDO 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 agility, adaptability, creativity, trust, and teamwork to achieve strategic objectives. Ideally, this individual will have a proven track record in the field which demonstrates cultural competence and the ability to integrate and respond to unique challenges presented by combining diverse Indigenous, land resource tenure issues. Demonstrated success using systems thinking to promote enduring and resilient outcomes is considered very valuable.

In addition, the ideal candidate must exhibit the credibility and sophistication to effectively engage and work with key partners across the Tenure Facility and beyond, as well as be a self-starter who effectively prioritizes and meets **goals in a burgeoning organization** with a global focus and an environment of rapid change. While there are facilitators deployed remotely around the world, Tenure Facility's headquarters in Stockholm, Sweden serves as the base for 25 staff members with a similar number of focal points in the regions. This position will be remotely based, with significant travel expectations primarily throughout North America to meet with existing and prospective individual and institutional donors. The CDO will also have the ability and interest to travel internationally, including to Sweden and to field locations around

the world, as well as to work effectively across multiple time zones and with individuals from all backgrounds, cultures, and socioeconomic statuses.

## History

[The Tenure Facility](#) is a result of deep consultations with Indigenous Peoples, local communities, other financial mechanisms, and civil society. The organization was formally launched in 2014 by the Rights and Resources Group (RRG), the coordinating mechanism of the Rights and Resources Initiative (RRI). A multi-stakeholder advisory group guided the initial pilot phase from 2014 to 2017. [During this phase](#), Tenure Facility demonstrated the effectiveness of strategically deployed funds to foster coordination between civil society and government in order to implement reforms and remove bottlenecks to secure the rights and livelihoods of communities. In addition, the pilots provided lessons to fine-tune working modalities of the new mechanism.

Since its founding, Tenure Facility has been the highest contributor to Indigenous Peoples and local communities tenure rights funding among all international organizations surveyed in the [“Falling Short”](#) report conducted by the Rainforest Foundation Norway. There are currently 20 full-time staff in the Tenure Facility secretariat’s office, augmented by external consultants and a wider network of collaborating partners.

## Mission and Impact

Since its inception, the Tenure Facility has been uniquely focused on securing land and forest rights for Indigenous Peoples and local communities by providing grants to implement tenure rights under existing law and policy, and sharing the knowledge, innovations, and tools that emerge. The Tenure Facility is dedicated to scaling up recognition of collective land and forest rights globally which helps reduce conflict and further the achievement of global human rights, environment, and developmental goals. Roughly 2.5 billion people – Indigenous Peoples and local community members – live on and manage more than 50 percent of the world’s land area in customary or traditional systems. Despite existing laws that secure their rights, they have formed legal ownership of just 10 percent of that land. The results of this discrepancy are increased conflict over land, higher rates of poverty and environmental degradation, and human rights abuses, among other issues.

Research has clearly shown that securing tenure rights for Indigenous Peoples and local communities can contribute toward sustainable development, environmental protections, and reduced tensions over land use, all at a reasonable cost. As such, there is a growing realization at both governmental and corporate levels that tenure security is a prerequisite for achieving national and international goals for forest governance, food security, climate mitigation, economic development, and human rights, and thereby a critical need for the mission and work of the Tenure Facility.

In 2023, Tenure Facility's partners succeeded in getting governments to formalize Indigenous and community land and forest rights to over two million hectares and made progress on improving tenure security and governance in almost 22 million hectares, benefiting nearly 14,000 communities. Tenure Facility is well on its way to achieving its ambitious target of improving tenure security and governance in 60 million hectares by 2027 – an area one and a half times the size of California. Also in 2023, the Tenure Facility granted \$26 million to [32 projects](#) in [18 countries](#). Thanks to its generous donors, the Tenure Facility doubled the number of projects it funds and the amount of onward grants it provides compared to 2022.

The Tenure Facility strongly believes in the importance of measuring its impact in order to learn from successes and challenges, refine approaches, and amplify those improvements by sharing the findings with partners and other constituents. As part of this vision, the Tenure Facility implements the **Monitoring, Evaluation, and Learning (MEL) Guidelines** across all its projects, enabling the organization to generate consistent and comparable data sets to monitor its own progress, quickly identify and solve problems, and share best practices with partners around the world.

We invite you to learn more about the Tenure Facility's impact and achievements by reviewing the [2023 Annual Report](#).

## **Leadership and Governance**

### **Nonette Royo, Executive Director**

Nonette Royo is a lawyer-practitioner, activist, and author, and a specialist in Indigenous Peoples, land rights as human rights, and environmental and natural resources management. Since November 2017, Royo has served as the inaugural executive director of the Tenure Facility. Prior to that, she co-founded and led the Samdhana Institute in Southeast Asia.

Royo's work spans more than 30 years and includes nearly a decade advising the Global Greengrants Fund, several natural resource and community forestry portfolios for the U.S. Agency for International Development (USAID) and Department for International Development – United Kingdom (DFID-UK), and Norwegian climate and forest funds dedicated to Indigenous Peoples and local communities.

In 2022, following the Tenure Facility's selection as a [2021-22 TED Audacious Project grantee](#), Royo delivered a powerful TED Talk, which may be accessed [here](#), about the importance of forest guardianship to inspire climate action.

### **David Kaimowitz, Chief Programme Officer**

An experienced researcher who has worked at the intersection of forests, agriculture, and local communities for more than 30 years, David Kaimowitz has served as chief programme officer of the

Tenure Facility since 2022. He previously served as manager of the Forest and Farm Facility, senior advisor to the Climate and Land Use Alliance (CLUA), and senior consultant to the Latin American Regional Officer of the Food and Agriculture Organization of the United Nations (UN). Kaimowitz also served as director of the Ford Foundation's global work on natural resources and climate change and as director general of the Center for International Forestry Research (CIFOR).

Over the course of his career, Kaimowitz has focused on a diverse set of rural issues including forest policies, Indigenous and small farm organizations and enterprises, climate change, agricultural technology, gender relations, and land tenure, among others. Kaimowitz holds a PhD in agricultural economics from the University of Wisconsin-Madison and a bachelor's degree in development studies from the University of California, Berkeley. He has authored or co-authored over 150 publications about rural issues.

### **Board of Directors**

Tenure Facility is governed by an 11-member [board of directors](#) composed of leading individuals from Indigenous Peoples, community organizations, civil society, international development, and the financial sector. The board is the foundation's highest decision-making body and guides strategy, policies, and budget.

A founding member, **Dr. Myrna Cunningham**, currently serves as chair of the board of directors. Cunningham is a leading Indigenous authority on women's rights and serves as the chair of the guiding committee of the Pawanka Fund, an Indigenous-led grant making effort supporting Indigenous Peoples initiatives engaged in promoting and protecting traditional knowledge, well-being, rights, and self-determined development. Cunningham served as chair of the Permanent UN Forum on Indigenous Issues until 2012. In 2014, she was appointed as special ambassador for the Food and Agriculture Organization of the UN, and she served as advisor to the president of the UN General Assembly for the World Conference on Indigenous People.

### **CHIEF DEVELOPMENT OFFICER**

Reporting to the executive director, the chief development officer (CDO) is a part of the senior leadership of the Tenure Facility and will develop, execute, and evaluate a fundraising strategy for the organization. Working collaboratively with fellow members of the management team, as well as with external partners and the board of directors, the CDO will design and implement a sustainable development infrastructure for the Tenure Facility with an emphasis on cultivating and stewarding new relationships with high-net-worth individuals and foundation partners in order to achieve an ambitious funding goal of raising \$300 million by 2027. The CDO should be well-versed in fundraising strategy, proposal development, donor reporting, communications, compliance, and stewardship, as well as strategic communications designed to primarily influence current and potential funders and inform Indigenous Peoples and community organization and NGO allies. With initial oversight for a small team of development and communications

professionals, the CDO will also devise growth strategies to expand the team, particularly by filling key development officer roles.

**The CDO will be primarily responsible for the following:**

- Serve as the architect and leader of the Tenure Facility's fundraising strategy, working closely with the executive director, chief programme officer, management team, and board members, as well as other Tenure Facility staff and consultants, to drive philanthropic revenue and engagement.
- 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 Tenure Facility.
- 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.
- Develop, oversee the writing of, and track proposals for a range of donors, including but not limited to bilateral development cooperation agencies, individual philanthropists, and foundations.
- Oversee and contribute to the development of high quality and timely reporting and updates to partners and donors, particularly the Tenure Facility's major donors, and establish a systematic manner of tracking reports and keeping records. In doing so, ensure the Tenure Facility's activities meet the commitments made and expectations established to donors.
- Co-create and oversee the implementation of Tenure Facility's communications strategy, to be focused largely on donors, prospective donors, and individuals who influence donors and on Indigenous Peoples, local community organizations, and NGO allies.
- Oversee the preparation and promotion of Tenure Facility publications, social media posts, website material, donor reports, and related materials, ensuring that such external pieces are well suited to achieve the organization's objectives.
- Supervise and build, where necessary, the development team, including oversight for a senior communications officer, communications officers, and development officers. Provide oversight and guidance on execution of their work and ensure that the team fully understands and implements the strategic goals of the development enterprise.

- Prepare compelling materials and presentations for the executive director and senior team members, as needed, to position the Tenure Facility's priorities and advance the organization's credibility at conferences, international meetings, and other high visibility settings.
- Lead in due diligence of potential donors in terms of alignment of values, integrity of institution, and potential risks to Tenure Facility's reputation.
- Ensure that all development and communications activities operate consistently and ethically within the mission and values of the Tenure Facility and abide by donor requirements.
- As a member of the management team, demonstrate leadership in strengthening internal and external communications with staff from different units and at all levels. Create and promote a positive and supportive work environment.

**The successful candidate will possess many of the following skills and competencies:**

- At least 10 years of experience in institutional development, philanthropy, and fundraising.
- A minimum of eight years in a management position, preferably within an international organization.
- Successful track record of building relationships with high-net-worth individual philanthropists and senior foundation leaders to secure large funding contributions.
- Experience curating stewardship plans and tailored experiences for donors or high-net-worth individuals.
- Direct experience and exposure in fundraising for international NGOs, Indigenous Peoples, and local communities, while not required, is a plus.
- Matrix management experience with the demonstrated ability to build a development and communications team, and to work with several teams and levels of seniority across a global organization.
- Ability to translate technical information and compellingly communicate the case for support accordingly to a diverse set of donors.
- Ability to synthesize information from programs staff to determine funding priorities and work closely with relationship managers for re-grantor network and grantee partners.

- A facilitator and bridge builder with experience in working with a diverse group of people such as thought leaders, activists, governments, impact investors, donors, and innovators, and the ability to thrive in networking with them.
- Excellent interpersonal skills and emotional intelligence to facilitate long-term, trusting relationships with internal and external constituents.
- Excellent written and oral communications skills, including ability to translate technical strategy documents into compelling donor-facing materials, and tell persuasive stories via funder pitches, reports, and other modes of communication on an ongoing basis.
- Versatility and ability to work well with visionaries who are relentless in pursuing a broader vision and purpose.
- Results-oriented project management skills to set and achieve ambitious fundraising targets.
- Demonstrated sensitivity to the needs and concerns of individuals from diverse cultures, backgrounds, and identities.
- Ability and willingness to spend a large percentage of time traveling domestically and internationally and to work outside of typical work hours when required to accommodate various time zones.

### **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/tenure-facility/chief-development-officer>

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

*The Tenure Facility seeks to accompany Indigenous Peoples and local communities in the journey of securing their tenure. Harnessing different viewpoints, life and work experiences in a working environment that promotes innovation, agility, adaptability, creativity, trust, and teamwork is key to the organization's vision. The Tenure Facility seeks candidates who demonstrate passion for its goals, deep technical expertise, and an ability to excel in an organization with a global focus.*