



Position Profile

Deputy Director Goldman Environmental Foundation

San Francisco, CA



ABOUT THE GOLDMAN ENVIRONMENTAL FOUNDATION

The Goldman Environmental Foundation (the Foundation) bestows the Goldman Environmental Prize (the Prize), the world's foremost award honoring grassroots environmental activists. For more than 30 years, the Prize has honored the achievements and leadership of grassroots environmental activists around the world, inspiring all of us to take action to protect our planet. The Prize—known as the “Nobel Prize for the Environment”—was founded in 1989 by Rhoda and Richard Goldman.

The Prize honors grassroots environmental heroes from the world's six inhabited continental regions: Africa, Asia, Europe, Islands & Island Nations, North America, and South & Central America. Each year, the Prize recognizes individuals for significant achievements in protecting and conserving the natural environment the Prize views "grassroots" leaders as those involved in collective action at the community level to effect local, regional, national, or international change. By celebrating these individual leaders, the Prize seeks to inspire other ordinary people to take extraordinary actions to protect the natural world.

Prize recipients are selected by a distinguished international jury from confidential nominations submitted by a global group of environmental organizations and individuals. The winners are announced every April to coincide with Earth Day. Prize recipients participate in a 10-day tour of San Francisco and Washington, D.C.—highlighted by award ceremonies in those cities—including media interviews, funder briefings, and meetings with political and environmental leaders. During the COVID-19 global pandemic, the Prize has been announced at virtual ceremonies.

Prize recipients focus on protecting endangered ecosystems and species, combating destructive development projects, promoting sustainable use of natural resources, influencing environmental and energy policies, and striving for environmental justice.

The Goldman
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The Foundation also provides ongoing support for past and current Prize recipients in several ways:

- **Grant support:** Each year, the Foundation offers past Prize winners a limited number of grants to advance their organizations' environmental campaigns and inspire community members to engage in grassroots environmental activism.
- **Networking:** To help Prize winners build broader networks, connect with each other, share learnings, and expand their leadership capacity, the Foundation provides support for Prize winners to meet and participate in networking opportunities such as conferences, meetings, and other events.
- **Defense of Prize Winners:** The Foundation is committed to supporting Prize winners whose safety and security are at risk. Assistance may include public relations support, security risk assessments, emergency grants, and access to legal assistance.
- **Communications:** The Foundation publicizes the ongoing campaigns and achievements of the Prize winners through earned and social media.

The Goldman Environmental Foundation is based in San Francisco, California. For more information on the Foundation, please visit the website.

Learn More:

goldmanprize.org

THE OPPORTUNITY

Reporting to the Executive Director, the Deputy Director will serve as a thought partner and culture leader to a committed and talented group of staff. This is an opportunity to lead change within a highly respected, 33-year-old family foundation.

The Deputy Director will oversee the Foundation's programs and build the trust and conditions needed for the program team to work successfully. The Deputy Director will represent an organization awarding prizes to global changemakers and should be knowledgeable and passionate about the mission of the Foundation. As a member of a small team, they must be willing to roll up their sleeves and work alongside staff to achieve the mission and goals set forth by the Board and Executive Director.



THE OPPORTUNITY

Working with staff, consultants, and contractors, the Deputy Director will:

PROGRAMS:

- Supervise and mentor the Foundation's Program staff, including three Program Officers and two Program Managers.
- Oversee staff managing the annual Prize nominations process, including recruiting and vetting new nominators and soliciting and reviewing nominations.
- Oversee staff review of nominations and selection of semi-finalists and finalists for the Prize.
- Oversee staff producing the preliminary and final Prize Jury dockets.
- Supervise staff managing regular communications with Prize winners.
- Oversee the Foundation's initiatives to support alumni Prize winners: Networking, Grantmaking, and Defense of Prize Winners.
- Work with staff to organize individual and regional group networking opportunities around the world for alumni Prize winners each year.
- Respond quickly and effectively in the event of emergencies involving Prize winners at risk.

THE OPPORTUNITY

LEADERSHIP:

- Serve as a thought-partner for the Executive Director and an active member of the senior leadership team in the governance, operations, and culture of the Foundation.
- Represent the Foundation at public meetings, conferences, film festivals, and other functions to promote the Prize and the work of Prize winners.
- Help plan and participate in the Foundation's Board of Directors meetings.
- Initiate, conduct, and/or oversee special projects as assigned by the Executive Director.

PRIZE TOUR & EVENTS:

- Oversee the planning and production of the annual Prize tour in San Francisco and Washington, D.C., including arranging strategic meetings for Prize winners with colleague organizations, politicians, potential funders, government officials, and others.
- Oversee the planning and production of the Prize ceremonies in San Francisco and Washington, D.C. Manage the event producers for both ceremonies.
- Help recruit and manage VIP and celebrity guest appearances at Prize-related events.

COMMUNICATIONS:

- Support the Communications Director in managing the production of Prize winner profile videos and other materials.
- Support the Communications Director's efforts to raise the visibility and recognition of the Prize through the development of national and international media strategies.
- Collaborate with other members of the senior leadership team to determine programmatic and organizational messaging and promotional materials.



CANDIDATE PROFILE

The ideal candidate will have the following professional and personal qualities, skills, and characteristics:

AN EFFECTIVE MANAGER

- Exceptional management skills, including the ability to facilitate processes from inception to successful conclusion and the ability to work cooperatively with a small staff, effectively managing both up and down the organizational structure;
- Experience quickly internalizing and managing existing programs, including scheduling, budgeting, evaluation, and reporting;
- A transparent and trust-based management style, empowering staff to work autonomously while holding the team accountable; and
- The ability to inspire a powerful sense of shared purpose in others and motivate co-workers to take advantage of opportunities and overcome challenges.



CANDIDATE PROFILE

PROGRAM LEADERSHIP

- A versatile and adaptable leader who can react calmly to changing circumstances and lead a team through change and evolution;
- Experience leading a program team and partnering with them to set program direction with strong attention to mission, budget, process, and operations;
- Skilled in mentoring staff and building leadership capacity among team members, empowering them to execute on organizational goals;
- The capacity to cultivate and maintain relationships among a large network of environmentalists, partners, stakeholders, and vendors; and
- The ability to lead by example and stay true to the vision and mission of the Foundation, and an individual of unquestioned integrity, ethics, and values.

OPERATIONAL EXCELLENCE

- Strong attention to detail, including handling logistics and the ability to remain poised and effective under pressure, particularly at high-profile events;
- Proficiency in a ‘Chief Operating Officer’ capacity, acting as a partner to the Executive Director, particularly on operational decisions and goal setting;
- Mission-aligned and data-driven decision-making abilities, including outstanding research, writing, analytical, and communications skills;
- A strong partner to the staff in managing projects and operational tasks; and
- Experience in event production, working with a variety of venues, vendors, and VIPs, for both small and large gatherings for public and private participation, is preferred.

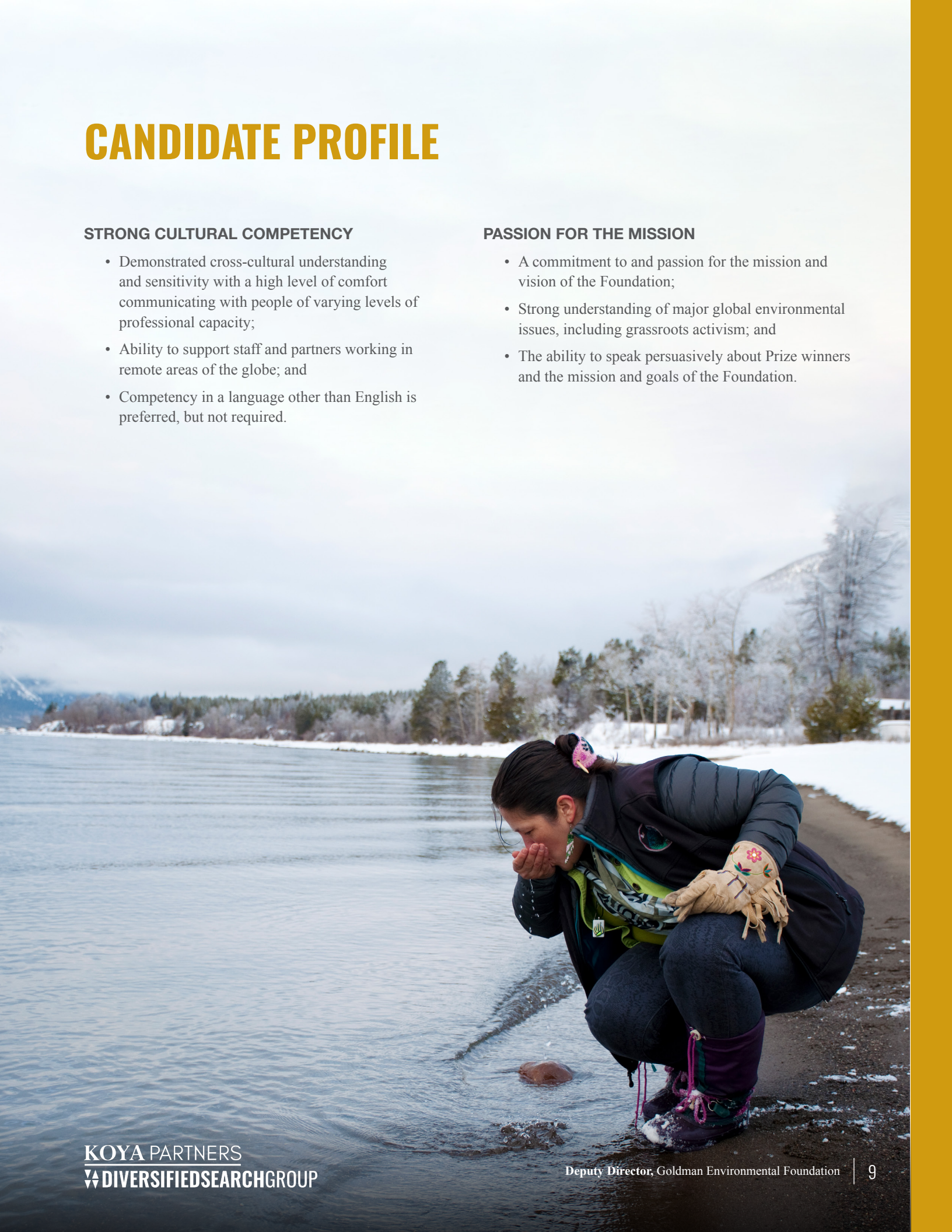
CANDIDATE PROFILE

STRONG CULTURAL COMPETENCY

- Demonstrated cross-cultural understanding and sensitivity with a high level of comfort communicating with people of varying levels of professional capacity;
- Ability to support staff and partners working in remote areas of the globe; and
- Competency in a language other than English is preferred, but not required.

PASSION FOR THE MISSION

- A commitment to and passion for the mission and vision of the Foundation;
- Strong understanding of major global environmental issues, including grassroots activism; and
- The ability to speak persuasively about Prize winners and the mission and goals of the Foundation.



DIVERSITY, EQUITY, AND INCLUSION

The Foundation is committed to the principles of diversity, equity, and inclusion as important components of workplace culture. We are currently drafting an organizational policy on the topic and will welcome input from the new Deputy Director. Meanwhile, the Goldman Environmental Foundation is an equal opportunity employer, and we strongly encourage members of traditionally underrepresented communities to apply, including women, people of color, LGBTQ+ individuals, and those with disabilities.



COMPENSATION, BENEFITS & WORK ENVIRONMENT

The compensation for this position will be commensurate with qualifications and experience. The starting salary is expected to fall between \$225,000 and \$250,000, exclusive of hiring bonus and relocation expenses.

The Foundation offers a generous and comprehensive benefits package, including vacation and sick leave, employer-subsidized (85%) medical, dental, and vision insurance for employees and dependents, employer-provided long-term disability and life insurance, flexible spending accounts for medical and childcare expenses, a 403(b)-retirement plan (with generous employer contribution after one year of service), commuting assistance, and professional development. A sabbatical is also offered to employees after at least seven years of service.

The Foundation requires that all employees be fully vaccinated and boosted against COVID-19. From early 2020 to present, all staff have worked remotely. This year, the Foundation plans to transition to a flexible hybrid work structure. However, to adequately support staff, the Deputy Director will need to spend significant time (several days per week) in the Foundation's San Francisco office.

CONTACT

Koya Partners, an executive search firm that specializes in mission-driven searches, has been exclusively retained for this engagement. To express interest in this role, please submit your materials [here](#). To contact the search team, please email goldman_fdn-ddsearch@koyapartners.com.

All inquiries and discussions will be considered strictly confidential.

Koya Partners is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email NonprofitSearchOps@divsearch.com.

“We are
living
on this
planet
as if
we had
another
one to
go to.”

-TERRY SWEARINGEN,
NURSE & WINNER OF
GOLDMAN ENVIRONMENTAL
PRIZE IN 1997

About Koya Partners

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

For more information Koya Partners, visit www.koyapartners.com.