



JOB OPPORTUNITY:
U.S. Endowment for Forestry and Communities
Forest Carbon Program Director

Job Title: Forest Carbon Program Director

Full-time/Part-time: Full-time; Contractual position will be considered.

Application Timeline: Rolling, position open until filled.

Location: Preferred location: Greenville, SC; Portland, OR; or Washington, DC area; remote location will be considered. Some travel required.

Salary: Commensurate with experience.

Preferred Start Date: Early 2023.

About the U.S. Endowment for Forestry and Communities

The [U.S. Endowment for Forestry and Communities](#), Inc. (Endowment) is a not-for-profit public charity. It was established September 21, 2006, at the request of the governments of the U.S. and Canada in accordance with the terms of the 2006 Softwood Lumber Agreement between the two countries.

Mission: The Endowment collaborates with partners in the public and private sectors to advance systemic, transformative, and sustainable change for the health and vitality of the nation's working forests and forest-reliant communities.

Vision: America's forests are sustainably managed to meet broad societal objectives such as marketable products, clean waters, wildlife habitats and other ecological services while ensuring healthy and vibrant forest-reliant communities.

As the Nation's largest public charity dedicated to keeping our working forests working and ensuring their bounty for current and future generations, Endowment staff seek to deploy the creativity and power of markets to advance our mission.

The organization's revenue is generated from a perpetual endowment. Staff are actively engaged in raising matching funds from federal and state agencies, philanthropies, and corporations. Since inception, more than 200 grants have been awarded, committing more than \$90 million of Endowment funds that leveraged more than \$750 million from partners.

The Endowment's Directors and staff embrace risk and take pride in tackling what others can't or won't. We invest deliberately in carefully chosen projects and persist with them until the desired results are realized. Partnerships are essential to achieve high impact outcomes and we excel in being "bridge builders."

The Endowment's Forest Carbon Program

The primary objective of the Endowment's Forest Carbon Program work is to advance the forest sector as a primary solution to climate change.

A gap analysis of current forest sector efforts in the carbon space and a socio-economic analysis on the effects of Forest Carbon incentives was commissioned to help inform and guide pilot project investments (further details available upon request). An outside program evaluation consultant has been engaged to help staff design the specific project activities and investments that are planned and to assess how the portfolio is performing in accomplishing the outcomes we are seeking.

The current program seeks impact in three areas:

- 1) Enhancing the health and resiliency of North American forests to expand and safeguard their ability to store carbon.
- 2) Advancing forest markets and products as carbon solutions.
- 3) Valuing rural communities and landowners as key participants in, and beneficiaries of, markets for carbon.

Pilot projects are underway in each impact area.

The Endowment's nascent Forest Carbon Program is being developed and implemented as a collaborative effort by program officers, consultants, and key partners. In recognition of the extraordinary opportunities at hand for forest carbon, the Endowment seeks a full-time Program Director to lead the effort.

Forest Carbon Program Director Position Summary

The Forest Carbon Program Director will lead the development and implementation of the Endowment's Forest Carbon Program. Because carbon issues touch on each of the Endowment's five Initiatives, the Program Director will work closely with program staff on opportunities to integrate carbon with ongoing and new programs. This individual will provide consulting, advisory, and organizational support across a variety of areas such as strategic planning, business development, partnerships, funding applications, communications, and program implementation. The Program Director must be an excellent organizer and communicator who can connect with colleagues within the Endowment and with grantees, funding partners, and the broader forest sector. The Program Director will be a champion for Endowment culture, values, and inclusion.

Responsibilities & Duties

- Lead program staff to refine the Endowment’s forest carbon strategy and identify specific opportunities for investment that will advance the organization’s mission.
- Analyze opportunities and emerging trends related to forest carbon, such as forest sector emissions and innovative forest products, that can provide long-term emission reductions, sequestration, and market opportunities.
- Develop forest carbon partnerships with public agencies, philanthropies, and corporations.
- Identify and seek public and private funding opportunities for Forest Carbon Program priorities.
- Manage administrative responsibilities associated with funds secured, including programmatic and financial reporting requirements.
- Solicit proposals for funding consideration and lead project review and management.
- Represent the Endowment at professional meetings and other partnership opportunities.
- Lead development of communications plan for the forest carbon program.
- Maintain robust subject matter expertise in forest sector carbon initiatives, challenges, and opportunities.
- Support evaluation of the forest carbon program, including designing and delivering progress reports for staff and Board.

Qualifications and Experience That Will Help You Succeed

- Bachelor’s degree or equivalent experience.
- 5+ years of carbon related work, business development, natural resource program management, philanthropic, corporate, or related experience.
- Demonstrated commitment to the forest sector, environmental conservation, and climate resilience.
- General understanding of forest sector politics, culture, economics, and environmental issues.
- Extensive networks in the voluntary carbon markets, including with project developers, standards and registries, brokers and exchanges, and buyers.
- Analytical skills and data collection and analysis.
- Deep understanding of federal and state agency forest carbon funding opportunities.
- Demonstrated success securing six-figure or larger public and/or private funding.
- Strong organization, project management, and planning skills; excellence in navigating and bringing structure to ambiguous issues.

- Strong interpersonal skills with experience building relationships in multiple sectors; high emotional intelligence.
- Demonstrated experience collaborating with a small team of colleagues.
- Excellent verbal and written communication skills.
- Ability to work under pressure with strict deadlines.
- Ability to work efficiently and effectively with minimal supervision
- Ability to travel occasionally to out-of-state meetings.

We know there are great candidates who may not check all these boxes, and we also know you might bring important skills that we haven’t considered. If that applies to you, don’t hesitate to apply and tell us about yourself.



HOW TO APPLY

To apply to this position, submit a resume and cover letter to: general@usendowment.org. Applications without cover letters will not be considered. People from historically underrepresented populations and candidates with non-traditional career paths are especially encouraged to apply. Applications will be accepted on a rolling basis, and those submitted by December 19, 2022 will be given priority consideration.

If participating in the interview process would require you to incur expenses, such as childcare, we are happy to reimburse you for reasonable expenses incurred up to \$30/hour for twice the length of your interview. There will be space to request this reimbursement upon offer of an interview.

The U.S. Endowment for Forestry and Communities is an Equal Opportunity employer. All applicants will be considered for employment without attention to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran, or disability status.