



## POSITION ANNOUNCEMENT DIRECTOR OF STRATEGIC PARTNERSHIPS

**Reports to: Executive Director**

**Classification: Full-time, Exempt**

**Location: Remote (during COVID)**

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### **ABOUT THE COALITION**

The [Building Decarbonization Coalition](#) unites building industry stakeholders with energy providers, environmental organizations and local governments to help electrify California's homes and workspaces with clean energy. Through convening, policy analysis and consumer awareness building, the Coalition is pursuing fast, fair action to accelerate the development of zero-emission homes and buildings that will help California cut one of its largest sources of climate pollution, while creating safe, healthy and affordable communities.

Burning fossil fuels for heating and cooking poses a serious threat to our health and the planet — making buildings and homes the largest source of climate pollution in the world. Here in California, buildings are second only to transportation as the leading cause of climate change, yet we've had no clear plan to address these emissions. Until now.

Through the development of [A Roadmap to Decarbonize California's Buildings](#), the Coalition lays out an ambitious, inspiring and actionable plan for the state to eliminate building emissions in the Golden State. The Coalition is coordinating implementation of the Roadmap by working with policymakers, the building industry and consumers to dispatch zero-emission lifestyle solutions — eliminating the need for fossil fuels and helping the state to slash climate pollution.

Moving California's homes and buildings off of fossil fuels will improve public health, cut climate pollution, deliver cleaner air, alleviate rising housing prices and monthly energy bills, all while creating a tremendous export opportunity for the state. To get there, we are activating strong leadership from communities, manufacturing and government, in California and beyond.

### **POSITION DESCRIPTION & KEY PRIORITIES**

In this newly created position reporting to the Executive Director and working collaboratively with a small and rapidly growing team, the Director of Strategic Partnerships plays a critical role in the evolution of the Coalition from its start-up stage to a more mature organization that can deliver powerfully on its long-term vision. As the organization's chief business development/fundraising officer, the Director of Strategic Partnerships is responsible for developing a diverse funding model that ensures

fiscal, programmatic and operational strength in alignment with the Coalition's vision, mission and values.

The Director of Strategic Partnerships will determine and execute a comprehensive membership and fundraising strategy to resource the Coalition's \$3 million annual operating budget while building toward a \$5 million+ budget within two years. The successful candidate will build upon an existing network of members, lead the Coalition's strategic and proactive phase of revenue generation, prioritize the untapped potential of current members, expand membership and build new relationships and funding partnerships in philanthropy.

### ***Strategy***

- Partner with the Executive Director and Board to determine a dynamic revenue generation strategy, define goals to support steady growth in the coming years.
- Explore new revenue streams and opportunities to enhance the Coalition's business model by advancing its position with relevant constituents, driving broader awareness and sparking funder interest and support.
- Partner with the Coalition's communications team to ensure the organization's brand and value proposition resonates with and inspires increased investment and engagement of Coalition partners, namely member and funder prospects.

### ***Membership & Partnership***

- Lead member stewardship and engagement efforts to achieve and maintain high levels of satisfaction.
- Identify targets and tactics to realize the full potential of the Coalition's current membership base and to expand the base in order to increase financial investments, deepen engagement and increase the Coalition's influence in the field.
- Ensure adequate investment in the Coalition's signature campaigns and initiatives, while identifying opportunities to expand the Coalition's reach outside of California.

### ***Philanthropy***

- Lead the development of new philanthropic relationships and funding opportunities.
- Ensure that proposals and reports to foundations and other philanthropic partners are properly prepared, submitted and tracked.
- Identify opportunities to boost the Coalition's visibility and leadership in the philanthropic landscape.

### ***Team Management***

- As part of the Coalition's leadership team, coach and mentor staff and Board in order to build a culture of fundraising throughout the organization.
- Supervise the Associate Director of Partnerships to ensure strong and sustained relationships with members and the appropriate fulfillment of member benefits.
- Develop the organizational systems and practices that support strong fundraising, member and funder stewardship and sustainable growth.

- Promote a culture of high performance, continual learning and commitment to excellence.

### **QUALIFICATIONS & CHARACTERISTICS**

- A passion for building decarbonization, reflected in a clear and inspiring commitment to the mission and growth of the Coalition.
- Outstanding leadership and relationship-building skills with clarity of vision and a commitment to the highest levels of integrity, quality and collaboration.
- 8+ years of development and/or membership experience, preferably within the building electrification and/or climate solution landscape.
- Highly collaborative work style with the ability to operate as a peer and thought partner to the Executive Director.
- Experience designing and executing effective membership and funder engagement strategies that generate deeper satisfaction and loyalty.
- Proven track record of setting and executing strategy and securing high-level memberships and/or raising major gifts from institutions (\$25K+), optimally for a climate movement organization.
- Mastery of relationship-building skills with a wide range of external constituencies, from public agencies and government regulators to manufacturers, labor unions, technology start-ups and philanthropic institutions.
- Expertise in building and engaging a Board of Directors in fundraising.
- Outstanding oral and written communications skills with understanding of how to convey a compelling story about the Coalition's work.
- Experience in supervising staff and consultants, team building and contributing to the development of a positive organizational culture.
- Entrepreneurial drive to build an organization from the ground up; start-up experience is optimal.

### **WORK ENVIRONMENT, SCHEDULE & TRAVEL**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is frequently required to stand; sit; use hands to finger, handle, or feel; reach with hands and arms; and talk or hear. The employee is occasionally required to walk; climb or balance; and stoop, kneel, crouch, or crawl. The employee must frequently lift and/or move up to 10 pounds and occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision and ability to adjust focus. This is a full-time salaried position with comprehensive benefits. Typical work hours are Monday through Friday, 9:00 AM to 5:00PM. Currently, all Coalition staff work remotely from their homes.

### **COMMITMENT TO EQUAL EMPLOYMENT**

The Coalition values diversity in all its forms and is committed to an inclusive and transparent recruitment process. We recruit and hire without regard to race, color, national origin, ancestry, sex,

gender, sexual orientation, sexual identity, age, religion, creed, disability (actual or perceived), medical condition including genetic characteristics, marital status, domestic partnership status, citizenship, military service, height, weight, HIV/AIDS status, or any other characteristic protected by state or federal law or local ordinance. People of diverse backgrounds are strongly encouraged to apply.

#### **COMPENSATION AND BENEFITS**

The salary range for this position is \$125,000 - \$155,000, commensurate with experience, plus target-based incentives and a competitive benefits package including health coverage, retirement benefits, paid sick leave, vacation and holidays and access to professional development resources.

#### **HOW TO APPLY**

**Email a cover letter and resume by Thursday, December 10, 2020 to [jobs@buildingdecarb.org](mailto:jobs@buildingdecarb.org).** One combined PDF file is preferred. Candidate review and phone screens begin immediately and will be conducted throughout the search period.