



Position Specification

Environmental Defense Fund

Chief Representative and Vice President, China

Private and Confidential

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Environmental Defense Fund

Our Client

With world attention focused on both the environment and the economy, Environmental Defense Fund (EDF) is where policymakers and business leaders turn for win-win solutions. A leading green group, with programs around the world, has tripled in size over the past decade by focusing on strong science, uncommon partnerships and market-based approaches.

EDF operates in over 20 countries around the world, with a track record of using rigorous science and economics, spanning political divides, mobilizing public support, and catalyzing innovation and investments to create solutions that are practical and implementable today.

EDF has been active in China for over 25 years. During that time EDF has helped establish market-based incentives to cut pollution, and helped to strengthen enforcement of environmental laws. Most recently EDF helped to architect the new Emissions Trading System for greenhouse gasses in China, has tested innovative new technologies to measure air pollution in Cangzhou and elsewhere, and is working with leading Chinese enterprises to measure and report methane emissions. EDF is registered in China under the auspices of the Ministry of Ecology and Environment.

EDF seeks a dynamic and visionary leader to continue EDF's reputation and effectiveness in China, drawing strength from EDF's global vision, experience, and reach.

The Role

The Chief Representative and Vice President will be EDF's lead representative and voice in China. S/he will develop and articulate EDF goals and strategies and work in close collaboration with senior program staff around the globe to implement those strategies. S/he will identify and establish a network of partners, including research institutes, universities, media, commercial enterprises, and government officials. S/he will recognize and capitalize on opportunities for progress, and maintain EDF as a highly respected voice in China. The Chief Representative and Vice President reports to the Executive Vice President, Regions.

The Chief Representative and Vice President would be based in Beijing and would be expected to travel frequently within China and with occasional international travel.

The primary responsibilities of the Chief Representative and Vice President, China include, among others:

- In collaboration with other senior executives, develop and articulate EDF's priorities, strategies and activities in China that build on and advance EDF's global goals and strategic plan. Design and lead campaigns or initiatives to advance EDF policies in China.
- Maintain expert knowledge on energy, economics, environmental issues, trends and landscape in China; share relevant information with senior program staff across EDF; and provide strategic and political advice and timely input on EDF goals and strategy.
- Represent EDF in meetings with government officials, business executives, NGOs, and other stakeholders, and at major events (e.g., WEF or UN conferences, COP), making connections and building relationships that advance our programmatic goals. Develop and sustain partnerships with key institutions in China including government ministries, universities, think tanks, media, enterprises and other NGOs.
- Cultivate a network of influential individuals from business, academia, scientific organizations, philanthropy, the media, and civil society who can act as partners, advisers, and ambassadors for EDF's work in China and around the globe.
- Raise EDF's profile within China and Asia through public communication and thought leadership (e.g., media appearances; expert panels and other speaking engagements; blogs, op-eds and other articles; etc.).
- Manage, mentor and inspire EDF staff in China and build bridges with EDF staff across the globe. Model leadership and inclusion, showing respect for individual contributions and inspiring synergies and collaboration between staff.
- In collaboration with Development staff, develop and execute an ambitious fundraising strategy to raise the resources needed to support the China agenda; meet with major donors and build the pipeline of potential donors.
- Ensure that EDF is operating in compliance with China law and reporting requirements, and safeguard EDF's brand and reputation in China.
- Participate in EDF's Executive Team, providing input on organizational policies and practices and supporting a One EDF culture.
- This role would be based in Beijing, and would be expected to travel frequently within China and with occasional international travel.

Candidate Profile

EDF is seeking candidates who are results-oriented; have demonstrated political acumen, sound judgement and fundraising success; and who thrive in a fast-moving, collaborative and interconnected global organization.

- Ability to articulate a compelling vision for progress on environmental issues, and to inspire others to join in actively helping to achieve that vision.
- Demonstrated history of success in achieving policy reforms in China through strategic campaigns, advocacy and negotiations with policy makers, regulators, elected officials and other key stakeholders.
- Deep understanding and at least 10-15 years of practical experience in the areas of climate change, energy, air pollution, or other environmental issues.
- At least 10 years of experience managing successful programs or projects, including overseeing staff and consultants, with a proven track record of delivering results and raising the profile of an organization in the public, nonprofit, or private sectors.
- Experience at the senior levels in government policymaking.
- Proven fundraising ability from a range of donors including large foundations as well as private individuals and family foundations.
- Ability to make independent decisions while also acting in alignment with the strategic priorities of a global organization.
- Ability to work productively and collaboratively with colleagues located in multiple offices and time zones.
- Excellent written and oral communication skills, including public speaking and thought leadership.
- A global network of existing relationships with relevant partners, including research institutes, universities, NGOs, the media and government officials is a plus.

We would also like to highlight the following leadership qualities:

Setting Strategy

- The ability to create and articulate an inspiring vision for the organization, not only for the areas they are directly responsible for, but the enterprise as a whole.
- The inclination to seek and analyze data from a variety of sources to support decisions and to align others with the organization's overall strategy.
- An entrepreneurial and creative approach to developing new, innovative ideas that will stretch the organization and push the boundaries within the industry.
- The ability to effectively balance the desire/need for broad change with an understanding of how much change the organization is capable of handling, to create realistic goals and implementation plans that are achievable and successful.

Executing for Results

- The ability to set clear and challenging goals while committing the organization to improved performance; tenacious and accountable in driving results.

- Comfortable with ambiguity and uncertainty; the ability to adapt nimbly and lead others through complex situations.
- A risk-taker who seeks data and input from others to foresee possible threats or unintended circumstances from decisions; someone who takes smart risks.
- A leader who is viewed by others as having a high degree of integrity and forethought in their approach to making decisions; the ability to act in a transparent and consistent manner while always taking into account what is best for the organization.

Leading Teams

- The ability to attract and recruit top talent, motivate the team, delegate effectively, celebrate diversity within the team, and manage performance; widely viewed as a strong developer of others.
- The ability to persevere in the face of challenges, and exhibit a steadfast resolve and relentless commitment to higher standards, which commands respect from followers.
- A leader who is self-reflective and aware of their own limitations; leads by example and drives the organization's performance with an attitude of continuous improvement by being open to feedback and self-improvement.

Relationships and Influence

- Naturally connects and builds strong relationships with others, demonstrating strong emotional intelligence and an ability to communicate clearly and persuasively.
- An ability to inspire trust and followership in others through compelling influence, powerful charisma, passion in their beliefs, and active drive.
- Encourages others to share the spotlight and visibly celebrates and supports the success of the team.
- Creates a sense of purpose/meaning for the team that generates followership beyond their own personality and engages others to the greater purpose for the organization as a whole.

How to Apply

The Environmental Defence Fund has retained Russell Reynolds Associates to advise on this appointment.

To apply for this role please send a copy of your CV and a Supporting Statement to rachel.liu@russellreynolds.com, including the role title and reference 2109-003CN in the email subject line.