



Position Specification

Environmental Defense Fund

EVP, Regions

Private and Confidential

Our Client

With world attention on both the environment and the economy, Environmental Defense Fund (EDF) is where policymakers and business leaders turn for win-win solutions. We tackle urgent threats with practical solutions by focusing on strong science, uncommon partnerships, and market-based approaches. We are one of the world's largest environmental organizations, with more than two million members and a staff of over 800 scientists, economists, policy experts, and other professionals around the world. We operate in 22 geographies with unique projects running across four programs. You can be part of a vibrant workplace that welcomes diverse perspectives, talents, and contributions, where innovation and results are a way of life.

EDF envisions a world in which people from all backgrounds and experiences feel connected to the environmental challenges we face and are engaged in creating durable, equitable solutions. We seek talented candidates who share the [Core Values](#) that allow us to experiment courageously in our work while staying true to who we've been as an organization for 50 years. Are you a results-oriented individual passionate about creating environmental solutions that make a lasting difference in the world? Do you respect diverse perspectives, talents, and contributions? Do you value innovation and enjoy designing and using a wide range of problem-solving tools? Do you embrace environmental goals with a sense of optimism while considering real-world dynamics? If you have integrity and a strong desire to uphold a commitment to science, rigorous analysis, intellectual honesty, and ethical action, then EDF is the place for you.

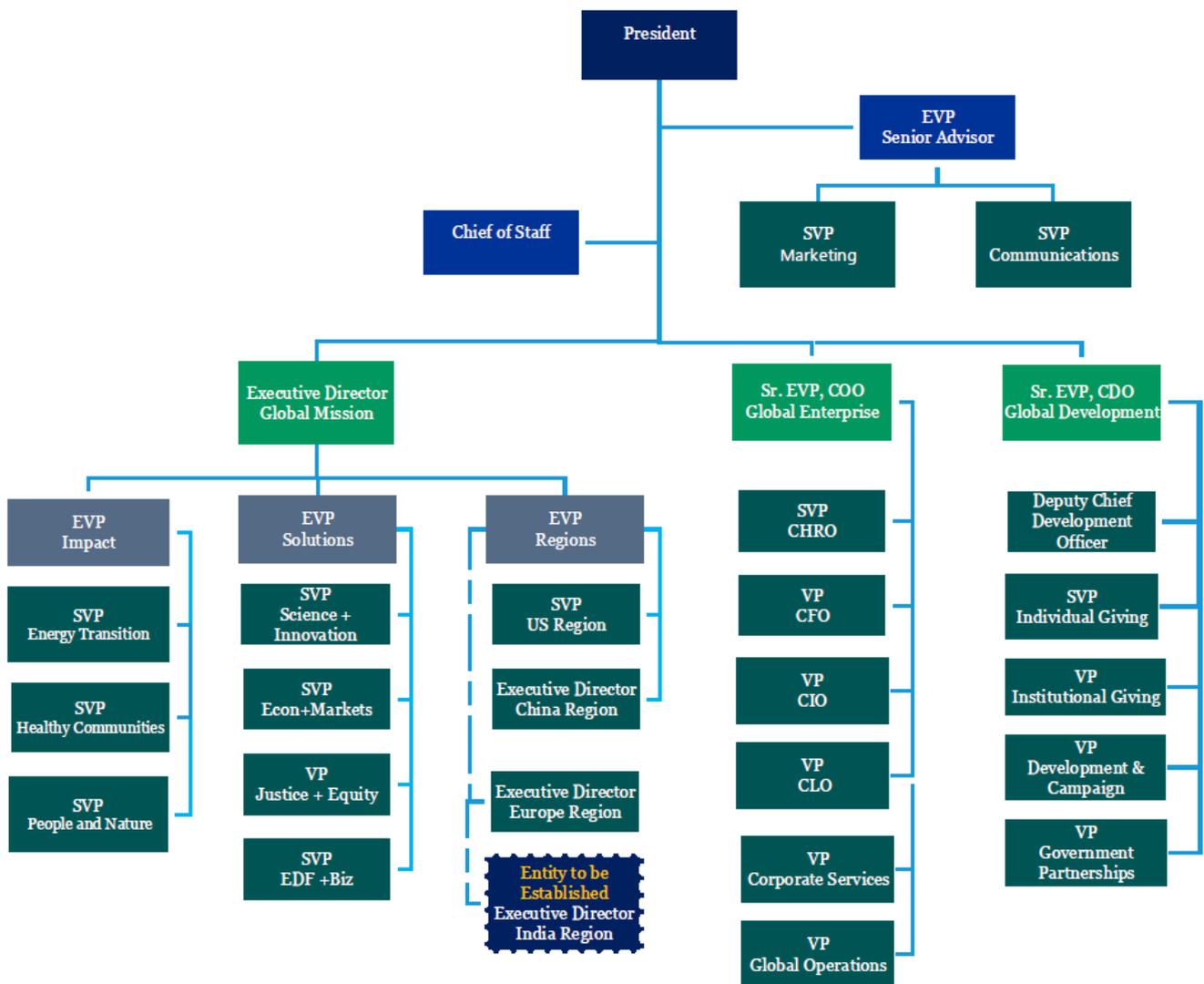
The Role

Reporting to the Executive Director, the Executive Vice President, Regions, is responsible for fostering an impactful and integrated EDF agenda across our four anchor geographies of China, India, Europe, and the United States. This position is designed to work in partnership with senior executives across the organization to leverage EDF's global capacity, capabilities and opportunities to deliver on our 2030 goals and achieve significant results at scale. The EVP, Regions ensures regional teams are set up for success and integrated within the matrixed organization.

Key responsibilities

- Facilitates alignment of EDF global strategies with regional priorities and strategies, and fosters a culture where inclusive co-creation of strategies is the norm
- Supports and organizes EDF's regional assets (including portfolio of work, staff capacity, financial resources) to deliver greatest results against our 2030 goals
- Brings and grows multi-cultural competency across the organization
- Serves as thought-partner to regional leaders in development of smart and effective in-country and regional strategies
- Informs EDF's positioning and helps grow EDF's networks in different cultural contexts
- Supports and builds a culture that fosters communication, collaboration, diversity, inclusion, and trust
- Engages as an empathetic collaborator and manager
- Communicates in a compelling way, motivating people and driving to alignment
- Supports fundraising and stewards donor relationships critical to EDF

- Operates as organizational leader who partners with other senior executives to address global risks and opportunities, to position the organization for success, and to assess and advance progress as EDF expands globally
- Collaborates with senior executives to build the platforms, grow the resources, and support legal requirements that enable impact in the four anchor geographies
- Directly supervises EDF’s Regional heads in the US, China, Europe, and India focused on people-centered climate solutions and action that support mitigation and resilience
- Grows external relationships with partners, stakeholders, government officials, and media.



Candidate Profile

- Demonstrated experience fostering successful collaboration across a global organization
- Excellent multi-cultural competency and demonstrated ability to understand and appreciate the political economy of a country or region and incorporate that understanding into effective advocacy strategies

- At least 15 years of professional experience in the environmental field (climate expertise a plus), with a minimum of five years of senior leadership experience supervising seasoned staff
- Strong diplomatic and political skills, and excellent written and oral communication skills
- Experience in nonprofit fundraising and donor relationship management, especially within non-US contexts
- Sensitivity to diversity and equity issues, as relates both to staff and to societal needs and expectations in each of the regions
- Demonstrates integrity; strives for excellence in their work; and has experience leading others to new levels of effectiveness and impact
- Passionate about EDF's mission and able to promote and communicate EDF's philosophy, mission, and values to external and internal stakeholders
- Ability to travel regularly between the 4 regions
- Fluent in English

Competencies EDF

In terms of the required experience and personal competencies, we would highlight the following:

Sector Knowledge and Experience

- Demonstrated commitment to and passion for the mission and goals of EDF with a working understanding of environmental challenges and solutions.
- Considerable stature and credibility in environment and climate change.
- Strong understanding of the challenges and opportunities facing environmental efforts and the ability to engage C-suite leaders in substantive dialogue on the subject.
- A personal track record of persuasive engagement of external stakeholders; experience developing and managing productive, long-standing relationships.

Strategic Capability

- Can maintain a clear focus on goals amid multiple demands; has the capacity to prioritize and delegate effectively in order to deliver results.
- Strong analytical and conceptual skills. Can identify and understand the impact and implications of new information and events. Quickly grasps the essentials in complex situations and can conceptualize problems and solutions.

Leadership and Management

- An inspiring, inclusive, and generous manager able to recruit, support, and retain top talent; fosters a culture of collaboration, mutual respect, and teamwork.
- Highly skilled in developing, managing, and driving engagement from staff through frequent communication and transparency and setting and maintaining clear priorities.
- Encourages multiple perspectives while being decisive and maintaining focus on key objectives and accountability.
- Willing to share the spotlight and visibly celebrate and support the success of the team.
- Self-reflective and aware of his/her own limitations; leads by example; hires to complement his/her own skills and competencies; open to feedback and self-improvement.

Building Relationships and Using Influence

- Naturally connects and builds strong relationships with others; demonstrates 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 his/her beliefs, and active drive.
- Excellent public speaker with strong written skills. Highly articulate; makes arguments in a clear and compelling manner. At ease in a front-facing role representing the organization with peers, partners, funders, and the media.
- Has the credibility and gravitas to convene and engage diverse and opposing stakeholders in a common dialogue and move forward an agenda.

Executing for results

- Determined and resilient in the face of obstacles or setbacks.
- Has excellent judgment; makes confident decisions that fairly balance a variety of factors; navigates confidently in ambiguous situations.
- Has integrity and lives by the highest ethical standards.
- Energetic and motivated with a high capacity for work; maintains energy and strategic focus in the face of multiple priorities.
- Charismatic, personable, interested and interesting. Has a naturally appealing manner that draws people in.

Fundraising

- Ideally, experience building and diversifying an organization's funding base. Ability to engage with a diverse group of funders for both operational and programmatic support.
- If not from the nonprofit world, will have a previous track-record of building productive and enduring relationships with partners that led to recurring donations or revenues for an organization or company.

How to Apply

The Environmental Defense 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 Priscilla.Goyvaerts@russellreynolds.com, including the role title and reference 2109-005BL in the email subject line.

2109-005BL