

The Climate Trust

Position Description

Position Title: Director of Business Development

Reports to: President

Position Summary

Join an established environmental non-profit organization and help contribute to solving climate change, one of the most complex and challenging issues of our generation.

The position is responsible for leading The Climate Trust's business development activities and establishment of new programs. Seven figure revenue growth is the primary objective of this position particularly earned revenue from carbon asset management, climate change services, and financial services, as well as philanthropic revenue. The position will coordinate closely with the teams working on project acquisition and consulting services to ensure revenue development programs match the program implementation capabilities. This position will directly supervise one or more employees, will be supported by marketing and communications, and may be located in New York City, Chicago, San Francisco, Seattle or Portland.

We provide a competitive salary, exceptional benefits and a collegial work environment.

Major Responsibilities

Business Development

- Responsible for designing, implementing and reporting on plans that meet or exceed the organization's annual revenue goals (\$2M+ for 2010/2011) particularly in carbon asset management with a focus on the pre-compliance carbon market and climate change services
- Identify key segments of focus, develop a marketing plan for each program, and recommend key accounts that lead to new business relationships in both the short- and long-term
- Working with the President, develop new products, services and partnerships as needed to meet the evolving carbon market and climate change mitigation generally considering trends in government policies/funding and private sector needs
- Organize the Revenue Development Team and effectively utilize TCT staff, the President and board members for appropriate actions in proposal development and relationship cultivation
- Work to integrate The Climate Trust's mission, "brand" and growth strategy in innovative ways through new business development and revenue opportunities by effectively incorporating marketing/communications to provide visibility for TCT
- Improve the Trust's service orientation through maintaining strong relationships with current clients, project developers, and potential clients especially in controversial or difficult situations
- Act as a model for TCT staff as an example to maximize the productivity of the Senior Business Development Manager and others involved in revenue development to ensure highly effective teamwork that results in revenue growth and an improved collaborative workplace

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Leadership and Staff Management

- As a member of the management team, provide leadership and staff direction reinforcing positive actions and results, and improving the accountability of staff and TCT in general
- Work to ensure proposals and new programs can be implemented particularly when some components are very new to TCT and our staff, while effectively managing risks to TCT
- Be a resource and innovative thinker for overcoming hurdles and roadblocks, and anticipate actions to avoid conflict situations that may arise with clients
- Manage financial and human resources in an effective way that clearly prioritizes staff time to meet and exceed goals, adjusts priorities working with the President as new opportunities arise
- Effectively manage staff and provide regular positive reinforcement and constructive feedback to direct reports. Work with the President to find new staff development opportunities and find resources to improve staff development over time
- Serve as one of the primary spokespersons for the organization representing The Climate Trust in many different external communications situations
- Support the President's work on strategic planning from time to time

Qualifications

Required Talents

- Proven record of success in developing seven figure relationships that resulted in revenue growth
- Client service orientation reflected in long standing client relationships in current and past positions, and deep relationships with leaders in key market segments
- Deep knowledge of the emerging carbon markets and trends, climate mitigation opportunities in many different sectors, and ways to unlock value of climate benefit programs that produce economic and environmental co-benefits
- Extremely strong communications, negotiations and persuasion skills working with the highest executives in business, government officials and partners
- Ability to develop work plans and to work with staff to implement them recognizing dependencies, resource requirements, shifting demands and risks

Preferred Talents

- Experience in growing an organization in an entrepreneurial environment
- Specific deep technical knowledge in renewable energy, transportation, agriculture and forestry, or energy efficiency climate mitigation programs
- Experience developing new consulting or financial services particularly integrating tax credits, loan structures or other financing to scale-up project implementation

Personal Attributes and The Climate Trust Principles

Personal Attributes

- Self motivated and organized leader that easily filters and recognizes opportunities and

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turns opportunities into value for the organization

- Teamwork orientation and positive outlook that encourages optimism for growth plans in a highly dynamic and changing environment
- Ability to act short-term and think long-term in a way that results in meeting immediate goals while planting seeds of success for meeting future longer term goals

The Climate Trust Mission and Principles

The Climate Trust's mission is to provide expertise, financing, and inspiration to accelerate innovative climate solutions that endure.

We believe that our vision and mission can only be accomplished by vigorously pursuing the following principles that guide what we do, why we do it, and how we do it.

- **Collective action.** We develop productive partnerships with public, private, and nonprofit organizations, and their stakeholders, that serve as models and that generate lessons learned to inform policy and market development.
- **Integrity.** We uphold the highest levels of integrity and quality in our work, business transactions, and partnerships.
- **Innovation.** We strive to find, develop, and promote new services, technologies, and processes to accelerate climate solutions, which requires us to manage higher levels of risk.
- **Service.** We are passionate about providing excellent service to our partners, our communities, and our planet that result in meaningful, quantifiable, and enduring impacts.
- **Stewardship.** We are responsible stewards of precious global resources—natural, financial, and human—for the benefit of current and future generations.
- **Sustainability.** We promote environmental, economic, and social sustainability, beginning with our own actions.