



CANDIDATE PACK FOR EXECUTIVE DIRECTOR



WELCOME

Thank you for your interest in becoming our new Executive Director.

The Environmental Funders Network (EFN) mission is to increase financial support for environmental causes and to help environmental philanthropy to be as effective as it can be.

At a time when the need for global action for our planet, biodiversity and people is imperative, our work in convening philanthropists and environmental organisations, research and intelligence sharing is more critical than ever. Environmental action at home in the UK and abroad needs sufficient funding to respond at scale and with the right urgency to the biodiversity and climate crises we are facing, as well as being able to respond to emerging opportunities in strategic ways. Trusts, foundations and high-level individual donors will be more important than ever to the success of environmental initiatives, especially where public and statutory giving is diverted elsewhere

As a UK network of trusts, foundations and individuals making grants to environmental and conservation issues, we have both a UK and international outlook. Since our inception in 2003, trustees and staff members of over 270 different foundations, family offices and individual donors who support environmental work in the UK and abroad have participated in our network. They use it to keep abreast of fundable solutions to a wide range of environmental issues, to connect with one another and to refine their giving strategies. Meanwhile, over 600 environmental NGOs benefit from our resources, communications and networking.

We are now looking for an Executive Director to lead us forward and extend our reach and impact even further. You will be a strategic and operational leader with a strong understanding of environmental issues, who is motivated by galvanising positive environmental and social change. The roots of your experience may sit in a number of different places within the philanthropic, environmental and conservation space but, wherever that is, you will be a strong communicator and natural relationship builder who will collaborate, inspire and influence across a range of audiences. Entrepreneurial and financially astute, you will be inclusive in your leadership approach; someone who will invest in EFN's talented team and our network, spotting opportunities and recognising and navigating challenges as we continue to grow.

We are at a crucial moment of urgency and opportunity to respond to the climate and biodiversity crises. If you share our commitment to a world where people and planet thrive, and believe you bring the experience, drive and commitment we need to achieve genuine impact, I very much look forward to hearing from you.

Catherine Bryan
Chair of the Board of Trustees



ABOUT US

OUR MISSION

EFN aims to increase the levels of philanthropic support for environmental causes and to improve its overall effectiveness.

OUR VISION

A world where people and planet thrive.

OUR PRINCIPLES

These guide our work, underpinning how we make decisions. You can find them [here](#).

OUR ACTIVITIES AND GOALS

EFN is a network of, and for, funders and advisors with an interest in the environment. EFN supports the whole philanthropic ecosystem, from individual donors and private foundations to intermediaries, pooled funds, and philanthropy and wealth advisors. Around 110 members gave donations to EFN during 2023 to support membership activities and more than 200 organisations, along with individual philanthropists and advisors, attended EFN events. Our largest funder members give more than £100m in a wide range of environmental grant funding each year, with our smallest giving around £50k each year.

We also support those working on and fundraising for environmental issues. For example, our Green Fundraisers Forum has more than 1,000 members from across the UK and international NGO sector.

We create connections between people funding or working on environmental issues, and bolster their agency, ambition, and effectiveness. We are UK-based, with both a UK and international outlook.

EFN HAS THREE GOALS, OR WORKSTREAMS, ALIGNED WITH OUR MISSION:

- Growing environmental philanthropy (encouraging new donors to support environmental causes, and established donors to increase their giving)
- Improving environmental philanthropy's effectiveness
- Supporting environmental groups

STRATEGY AND AMBITIONS

EFN has two years left on its current ambitious strategy to significantly grow environmental funding and improve effectiveness in the sector, **Guided by Nature**, which you can find [here](#). We act as a facilitator and convener for UK-based environmental philanthropists, whilst producing key sector analysis and reports, such as, [Where the Green Grants Went](#), and [What the Green Groups Said](#), that are widely used by advisors and philanthropists.

EFN has responded to the outputs of this analysis to instigate specific initiatives to address gaps, such as the [Rapid Response Fund](#), and the [UKOTs Learning Series](#) coordinated by the team. We also support collaborations of funders such as the Climate Funders Group. In 2023 EFN started a stream of work to support learning on environmental impact investment, so that funders can align investments with their environmental objectives and increase their impact.

We will continue to encourage a wide range of funders to fund environmental issues, highlighting gaps in funding and promoting more effective practice, balancing support with challenge.

We have grown rapidly over the past 5 years, as environmental philanthropy has grown, which has also increased the need for greater fundraising for our activities.

OUR WORK

We use several approaches within each pillar of our work:

- Research to understand patterns of grant making, gaps, and the priorities and needs of the sector
- Convening to create, build and strengthen relationships between funders, between environmental groups, and between funders and environmental groups
- Publications and other products to inform, inspire and motivate funders and the wider sector
- Informational talks, workshops, field trips and retreats with input from a range of experts and practitioners

We aim to provide leadership in our programming and push boundaries, where we feel necessary. Integral to everything we do is a commitment to justice, equity, diversity and inclusion (JEDI) and embedding this across our programmes of work.

For further information on us, please visit [Environmental Funders Network \(greenfunders.org\)](https://greenfunders.org)



ROLE DESCRIPTION

Job title: Executive Director

Reports to: Chair of the Board of Trustees

ROLE PURPOSE:

The Executive Director will lead and shape the trajectory of EFN, at this critical time for people and planet, and for this growing network. This is an opportunity to build on and significantly increase the reach, influence and diversity of the network and the wider environmental funding space. This will include developing and implementing our ambitious organisational strategy to increase EFN's impact through all three strands of work. Identifying strategic opportunities and where appropriate, stepping into a system coordination mode both within the EFN membership and beyond. They will also develop an income generation strategy, working closely with the Board of Trustees.

The postholder will lead and inspire a small talented team. This is a role for someone who is keen to shape and strategically expand a healthy and thriving network. Externally, the Executive Director will be an active and engaged ambassador across wider networks, working closely with funders, environmental NGOs, and other stakeholders from the public and private sectors.

MAIN RESPONSIBILITIES:

- Provide forward looking, strategic vision and innovative leadership to EFN, working closely with the board, to ensure that EFN remains abreast of the climate and nature emergencies, as well as philanthropic trends emerging in response; Provision of appropriate content/agenda support to a large diverse membership with varying environmental funding aims.
- Coordinate the effective operation of Board and Committee processes with the Board and Committee Chairs, leveraging the experiences of a diverse Trustee team in order to achieve EFN's ambitious objectives.
- Provide visible, inspiring and effective senior leadership, direction and oversight to the staff team at EFN, transforming strategy into effective implementation with clearly prioritised plans.
- Manage the organisation so that its resources are used as effectively and efficiently as possible, supporting a high-performing professional environment adapted to remote working.
- Act as an ambassador and spokesperson, continuing to raise the profile of EFN and the importance of environmental philanthropy, building collaborations and alliances with organisations and individuals aligned to this mission in the UK and overseas.
- Be responsible for the overall financial health and sustainability of the organisation, through continued development of wider membership donations and other grant income.
- Oversee the organisation's budget and accounts and responsibility for complying with Charity regulations and Charity Commission guidance.
- Ensuring compliance with relevant legislation and policy including health and safety and employment law, with oversight of HR functions.
- Recruitment, mentorship and development of the staff team, ensuring availability of training opportunities and other development activities.

- Managing and overseeing the delivery of EFN’s diverse programmes, including:
 - Events for established funders (during 2023 this included 40 online sessions and several in-person meetings, visits and field trips, as well as the Annual Retreat for members).
 - Events such as salons for prospective new donors to environmental causes
 - Events for environmental and other NGOs
 - EFN’s Rapid Response Fund and Earth Funding Lab (in collaboration with the Bio-Leadership Project) and other strategic initiatives as they arise
 - Research into the environmental grant-making landscape
 - Publications (print and multimedia)
- Maintain good relationships with EFN members, including trustees, individual donors and staff members and continuing to build the membership through researching and networking with prospective members.
- Commission and coordinate the work of EFN contractors, ensuring high quality delivery to meet organisational objectives.
- Monitoring the effectiveness and impact of EFN’s activities and nurturing a culture of reflection, learning and improvement within the staff team.



PERSON SPECIFICATION

KNOWLEDGE AND EXPERIENCE

- Demonstrable experience of strategic and operational leadership - setting a strategy and turning broad aims and direction into practical plans for delivery.
- Experience of successfully driving strategic vision and utilising your skills of public speaking, advocacy and engagement with a range of audiences.
- Evidence of creating and developing innovative partnerships with a diverse range of stakeholders.
- Track record of success in persuading, influencing and galvanising support (internally and externally) for initiatives leading change and achieving an impact-led culture.
- Experience of leading and developing high-performing multi-disciplinary teams and of building and maintaining a collaborative, inclusive and positive work culture.
- An ability to generate income through fundraising, with direct experience of building close collaborations.
- Experience of being accountable for delivery to a budget.
- Experience of working with a Board and of developing and maintaining robust governance, including all aspects of risk and financial management.
- Knowledge and understanding of a wide range of environmental issues, with a strong personal commitment to enabling positive environmental and social change
- Experience of championing a wide range of voices and issues, with a commitment to the principles of justice, equity, diversity and inclusion (JEDI), recognising their inherent value and necessity for effective environmental work.
- Previous experience of working for a foundation, philanthropic organisation or membership network is desirable.

SKILLS AND ATTRIBUTES

- High strategic acumen.
- Exceptional interpersonal skills, with the ability to collaborate and influence.
- An engaging and perceptive communicator.
- Commercially astute with excellent planning, financial management and budgeting skills.
- Innovative and forward-thinking with sharp risk antenna.
- Able to inspire teams by establishing a common commitment to the mission of an organisation; ability to lead and develop a positive working culture and get the best from people.
- Energetic and positive outlook
- Personal commitment to driving positive environmental social change.



TERMS OF APPOINTMENT

SALARY

The salary for this role is £85,000 to £90,000 per annum on a full-time permanent basis.

LOCATION

Home based (ideally within 90 minutes of London by train) with a willingness to travel more widely in the UK and Europe. Regular online and face-to-face contact with other EFN staff members and contractors and EFN board members.

PENSION

7% of basic annual salary

ANNUAL LEAVE

25 days per year in addition to bank holidays.

HOW TO APPLY

We hope you will consider making an application. If you have questions about the appointment and would find it helpful to have an informal conversation, please contact Katy Giddens at katy.giddens@starfishsearch.com and we will be happy to arrange a call. To make an application, please go to <https://starfishsearch.com/jobs/efn-exe-dir> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides) or equivalent biographical information
- A supporting statement (no more than two sides) that sets out why you think this role is the right move for you and how you meet the knowledge and experience criteria.

We would also be grateful if you would complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Closing date: Monday 16th September 2024

Preliminary interviews with Starfish Search: w/c 23rd September 2024

Interviews with EFN: Early to mid-October 2024