



Barr Foundation

POSITION ANNOUNCEMENT: SENIOR PROGRAM OFFICER, CLEAN ENERGY

Status: Full-Time, Exempt

Reports To: Director of Climate

Location: Boston, MA (Temporarily 100% Remote; Moving to a Hybrid Work Model)

Apply By: September 17, 2021

About the Barr Foundation

The Barr Foundation's mission is to invest in human, natural, and creative potential, serving as thoughtful stewards and catalysts. As stewards, Barr nurtures and enhances vital community assets. As catalysts, the foundation cultivates and advances the breakthrough ideas that will shape our collective future. Barr focuses on achieving impact as a constructive partner, willing to exercise leadership.

Based in Boston, Barr focuses regionally, and selectively engages nationally, working in partnership with nonprofits, foundations, the public sector, and civic and business leaders to elevate the arts and creative expression, advance solutions for climate change, and connect all students to success in high school and beyond. Founded in 1997, Barr has grown to become one of the largest private foundations in New England with assets in excess of \$3 billion and a 2021 grantmaking budget of nearly \$120 million.

A set of core values, defined by Barr's founding trustees, expresses our beliefs about what constitutes effective philanthropy and guides how Barr carries out its philanthropic mission. Barr is committed to strive for impact, invest in leaders, center racial equity, act with humility, take the long view, embrace risk, and demonstrate curiosity. These core values extend to our workplace culture, where we engage in learning opportunities on diversity, equity, and inclusion; reflect on our practices, policies, and grantmaking; and strive to create an environment where everyone is valued and included. Additionally, while each program is guided by distinct priorities and goals, Barr embraces a common set of approaches in all aspects of its work, namely flexibility and nimbleness, a broad range of tools, knowledge and learning, openness and transparency, and active collaboration. For more information on the Barr Foundation, please visit barrfoundation.org and [@BarrFdn](https://twitter.com/BarrFdn) on Twitter, Facebook, and LinkedIn.

Barr's Climate Program

Since its inception, the Barr Foundation has prioritized the environment as a principal area of funding, and in 2010 focused its efforts on the monumental problem of climate change, through work on both mitigation and resilience.

The Climate Program's mitigation efforts focus on the two areas that produce the most greenhouse gas emissions: 1) how we generate and use energy across the Northeast (Clean Energy); and 2) how we move around in the Greater Boston area and Massachusetts (Mobility). In addition, we acknowledge that even with concerted efforts to mitigate the impacts of climate change, some of these impacts are inevitable. Our Climate Resilience focus area aims to increase the capacity of Metro Boston communities to prepare for and adapt to the impacts of climate change. We believe that while climate change is a global challenge, cities and states have

become vital agents of change, and by focusing on these three areas, we can play an important role in helping to catalyze and advance equitable solutions.

Across this work we seek to center racial equity. We do this by prioritizing communities that have suffered the most from the fossil fuel economy and focus on elevating the leadership of equity-centered climate organizations to grow their power and shape the climate field. Learn more about our work on racial equity here:

Barr Foundation racial equity work: <https://www.barrfoundation.org/blog/from-commitment-to-action-barr-s-racial-equity-work>

Climate Program racial equity work: <https://www.barrfoundation.org/blog/racial-equity-and-barr-s-climate-program>

Senior Program Officer, Clean Energy Position

The Barr Foundation is seeking a collaborative, responsive and effective strategic thinker as Senior Program Officer to work on the Clean Energy strategy of its Climate Program. The goal of the Clean Energy strategy is to accelerate the expansion of renewable energy and energy efficiency in the Northeast, the phasing out of natural gas, and modernizing the electric grid to use more clean energy and give people more control over their energy. Our grantmaking priorities include building a diverse constituency for clean energy, mobilizing key stakeholders to advocate for equitable state and regional clean energy policies and programs, and helping people see the benefits of clean energy to public health and resilience.

Learn more about our Clean Energy work here: <https://www.barrfoundation.org/climate/clean-energy>

The Senior Program Officer will report to the Director of Climate.

Key Responsibilities

Planning and Strategy

Provide leadership for the Clean Energy strategy through the following responsibilities:

- Work with the Director of Climate to create, guide, implement, and communicate grantmaking strategies that will have a strong impact in areas important to the Clean Energy strategy and the Climate Program.
- Serve as a thought partner on the team by continually assessing the environment and bringing new knowledge that will inform course adjustments of the strategy.
- Maintain a wide breadth and depth of knowledge about the current trends, professional practices, and policies pertinent to the program.
- Under guidance of the Director of Climate, develop an annual budget and work plan showing the activities and resources that will support the key initiatives under the Clean Energy strategy; track and manage budgets and relevant contracts.

Grantmaking

Develop and manage a significant portfolio of grants through the following responsibilities:

- Scout and identify potential grantees and field-building opportunities and conduct preliminary due diligence to ascertain fit and potential risks.
- Work with potential grantees in proposal development to help design requests that are strategic and pivotal to an organization's development; improve the quality of proposals; and evaluate and provide feedback on the feasibility and clarity of proposal budgets, staffing, workplans, and anticipated project outcomes as related to proposal goals and institutional capability.
- Collaborate with the Communications team to identify targeted opportunities to complement and augment our grantmaking with strategic communications – strengthening grantee capacity to share learnings, contribute to public understanding and debates on clean energy issues, and generating positive attention for their work, ideas, and voices of their staff and communities.

- Evaluate proposals, conduct site visits, monitor, and manage active grants, assess their progress (including financial and programmatic reports), and communicate actively with grantees. Work with Foundation’s grants management team to administer grants from start to finish.
- Develop and present quality grant write-ups, written analyses, and reports for Foundation leadership, reflective of rigorous evaluations of grant recommendations, including context for proposed projects, organizational assessments, strategy alignment, how recommendations advance the Program’s agenda and risk assessments.
- Manage learning and evaluation of grants, grant clusters and strategies, in collaboration with the Foundation staff who are leading the learning and evaluation activities.
- Lead or support convenings, workshops, or other opportunities for learning and collaborative work among grantees and other partners.
- Coordinate and collaborate with staff engaged on Climate Resilience and Mobility strategies and on other Barr program teams, as needed.

Field Leadership

- Cultivate strong working relationships with grantees, outside advisors, experts in the field, public sector partners, and colleagues in philanthropy.
- Organize meetings and convenings of field experts to share best practices, encourage collaboration, and explore strategies for collective impact.
- Provide leadership in the philanthropic field through public speaking engagements, writing, panel discussions, and use of social media, etc.
- Commission papers and program-related reports that broadly contribute to the Foundation’s understanding of new approaches, best practices, and issues relevant to the program’s interests.
- Collaborate with the communications team to disseminate information with the goal of advancing field knowledge.

Qualifications

While no single candidate may embody all the qualifications below, an ideal candidate will possess many of the following professional and personal abilities, attributes, and experiences:

- Strong knowledge and skills relevant to the Clean Energy strategy, including the ability to analyze complex organizational and community conditions, understanding of policy and political and community dynamics, and ability to advance the creation of philanthropic interventions and approaches.
- Demonstrated ability to think strategically and execute strategies as part of a team, including the ability to define program objectives, evaluate progress, and independently manage projects through a complete lifecycle.
- Ability to listen to and empathize with community challenges and a commitment to supporting the expertise of grantees, partners, and community-based leaders.
- Experience in communicating with diverse constituencies in a variety of settings.
- Commitment to, knowledge of, and experience with diversity, inclusion, and racial equity and racial justice, including lived experience.
- Strong record of achievement with minimum of 7 years of relevant leadership experience working in nonprofit, public, or private sector in fields related to the Barr Foundation’s Clean Energy strategy.
- Quantitative and qualitative analytical skills necessary for designing initiatives, identifying opportunities, and evaluating grant proposals.
- Experience using a variety of information to evaluate the impact of an organization’s work. Experience in assessing nonprofits’ health and effectiveness through analyzing financial statements, evaluating the

feasibility and strategic value of proposed programs and activities, and assessing management, leadership, and organizational capacity.

- Strong project, time, and budget management skills to meet deadlines; ability to identify, plan, and execute on multiple active projects without sacrificing attention to detail.
- Independent initiative and a collegial spirit in sharing ideas and receiving feedback.
- Commitment to strive for impact, center racial equity, act with humility, take the long view, and embrace risk – which reflect Barr values.
- Bachelor's degree or experience in excess of the minimum required. Graduate degree related to the clean energy and climate fields is preferred.
- Experience working with the philanthropic sector is preferred.

The Details

Position type: Full-time, salaried

Reports to: Director of Climate

Starting salary range: The starting salary range for this position is \$140,000 - \$160,000, commensurate with experience.

Benefits: The Barr Foundation offers an attractive benefits package including health, dental, vision and life insurance. Benefits also include 15 vacation days to start and a generous parental leave.

Barr Foundation is an equal opportunity employer, with a commitment to building and fostering a diverse, equitable, and inclusive workplace. We welcome candidates who would both contribute to and learn from working in such an environment. In addition, Barr is a Compact Signer for the [100% Talent Compact](#), which is administered by the Boston Women's Workforce Council, a unique public-private partnership between the Boston Mayor's Office and Greater Boston employers dedicated to eliminating the gender and racial wage gap. We are proud to be part of this first-in-the-nation approach to reaching pay equity for women and people of color across our region.

To Apply

The Climate Program is partnering with DEI-centered and women- and BIPOC-owned national strategic management consulting and search firm Walker and Associates Consulting for this search. To apply, please email a cover letter, resume and list of three references (you will be contacted before any outreach to references) to barrfoundation@walkeraac.com by Friday, September 17, 2021, at 5:00 pm ET. Use the subject "SPO, Clean Energy." One combined Word or PDF file is preferred. *Questions?* Contact Jeannine N. Walker at jwalker@walkeraac.com.

Covid-19 Update and Hybrid Work Environment

This position is based in our Boston office. Currently, the Barr Foundation staff are working remotely due to COVID19 and out of concern for the health and safety of our employees and guests. We are planning for a gradual reopening of Barr's office space beginning in the fall of 2021. Following the office reopening, the position will allow for a flexible working arrangement with a hybrid of office and remote work. We strongly encourage, and in the future may require, all employees to be vaccinated.