

POSITION DESCRIPTION
PROGRAM OFFICER: ANDES-AMAZON INITIATIVE
GORDON AND BETTY MOORE FOUNDATION
Palo Alto, CA – March 6, 2022

The Position

The Foundation is seeking a professional with expertise in natural resource economics, environmental policy and conservation with substantial on-the-ground experience in the Amazon region to serve as a Program Officer for its Andes-Amazon Initiative.

The Program Officer will contribute to strategy development and carry out grantmaking to address the impacts of drivers of habitat change, particularly infrastructure in the Amazon region. Additionally, the successful candidate will collaborate with other program officers on strategies and grants supporting the work on Indigenous peoples and local communities' lands, freshwater conservation, and governance in the Amazon.

The ideal candidate should have a: 1) a Master's or Doctorate degree or equivalent experience in a relevant field –preferably: natural resource economics, environmental conservation, or international policy; 2) background and ideally at least ten years experience in sustainable development and conservation in the Andes-Amazon, such as work in a non-governmental organization, government, or applied academic fields; 3) demonstrated knowledge and/or experience in working on natural resource management with an economics and policy perspective in the Amazon region, using innovative and effective approaches; 4) sophisticated understanding of forest and freshwater conservation in the Amazon across the Basin, and the impacts of external drivers of habitat change; and a 5) record of successfully promoting and working on complex partnership or multi-stakeholder projects to achieve tangible outcomes. Prior grantmaking experience in a philanthropic organization is a plus. Candidates must be bilingual in English and Spanish or Portuguese.

This position is based in Palo Alto, CA with significant travel to the Amazon region. Due to the COVID-19 pandemic, foundation offices are temporarily closed until at least July 1, 2022, and work will initially occur remotely. Once our offices reopen, the Foundation will shift to hybrid work arrangements, and all employees will work a minimum of eight days per month in their designated office.

Andes-Amazon Initiative

The Andes-Amazon Initiative's goal is to conserve the Amazonian natural ecosystems, which provide habitat for biodiversity and regulate the regional climate cycle. To achieve this goal, the Foundation supports work that addresses the following elements:

- Expansion of conservation measures to include Indigenous peoples and local communities' lands.
- Protection of freshwater ecosystems and connectivity to ensure ecological integrity of the Amazon basin.
- Mitigating threats from the drivers of land use change by influencing decision-making and policies around infrastructure projects in key development corridors.
- Strong institutional frameworks to support enduring conservation outcomes, such as science-based policy, coalitions, financial mechanisms, and communications.

The role of a healthy Amazon Forest is particularly significant for global climate change mitigation and regional hydrological functions that support human livelihoods. The Foundation began funding conservation in the Amazon basin in 2001 and has since invested over \$520 million in a protected area approach to conserving forest cover and in associated supporting strategies. This approach has achieved the creation and improved management of nearly 180 million hectares, or around 29% of the original forest cover of the Amazon. The Foundation recognizes that this approach is necessary but not sufficient to secure additional forest cover in the Amazon. For this reason, the Foundation is also working on integrating protected areas into regional economies and land-use planning by addressing the drivers of deforestation to reduce external threats and exploring options for tailored and long-lasting sustainable development in selected mosaics. In 2022, the Foundation reframed its work to address the impact of infrastructure (roads and dams) in targeted areas, to incorporate an added emphasis on freshwater conservation, and to emphasize its work on Indigenous peoples and local communities' lands.

The Initiative is currently active in Brazil, Colombia, Ecuador, Peru, and Bolivia. The Initiative team also makes a small number of grants outside of these countries to support basin-wide research and key approaches that will benefit its target geographies.

For more information, please visit: [Andes-Amazon Initiative](#)

Key Responsibilities

- Contribute to the implementation of the Initiative’s overall strategic framework, with a focus on drivers of habitat change, infrastructure development and natural resource management.
- Identify, develop, source and manage a portfolio of grants that advance specific Initiative strategies.
- Carry out activities beyond grantmaking to help drive change in the Initiative’s focus areas (e.g., convening, facilitating, networking).
- Manage external relationships with grantees and other key partners in support of Initiative goals.
- Develop effective monitoring and evaluation plans, and oversee ongoing adaptive management of grants, activities, and strategies.
- Coordinate with internal staff to complete grantmaking and monitoring processes.
- Participate in periodic presentations on Initiative strategy and progress to the Board, senior management, and other Foundation staff.
- Maintain solid knowledge of the field and key emerging trends.
- Be an effective contributor on a variety of Program- and Foundation-wide issues beyond the Initiative as required.

Qualifications

Experience and Education

- A Master’s or Doctorate degree or equivalent experience in a relevant field –preferably: natural resource economics, environmental conservation, or international policy.
- A background in sustainable development and conservation (at least 10 years) in the Andes-Amazon, such as work in a non-governmental organization, government, or applied academic fields.
- Demonstrated knowledge and/or experience in working on natural resource management with an economics and policy perspective in the Amazon region, using innovative and effective approaches.
- A record of successfully promoting and working on complex partnership or multi-stakeholder projects to achieve tangible outcomes.
- Prior grantmaking experience in a philanthropic or public sector organization is preferred.

Competencies

- A sophisticated understanding of forest and freshwater conservation in the Amazon across the Basin, and the impacts of external drivers of habitat change.
- Demonstrated passion for making improvements in sustainable use in the Andes-Amazon region.
- Demonstrated strategic planning skills, with the ability to identify and rigorously evaluate new opportunities.
- Strong project management skills, with demonstrated ability to manage large projects and budgets, set realistic goals and objectives, and balance multiple priorities.
- Strong individual contributor who can work well with a high-functioning team.
- Demonstrated strong teamwork and interpersonal skills, with ability to develop productive relationships with colleagues, grantees, stakeholders, and others. Respectful, collaborative and energetic working style.
- Demonstrated comfort with, and experience in, public speaking and meeting organization/facilitation.
- Demonstrated ability and openness to quickly adapt and adjust strategy and approach to changing conditions.
- Strong business acumen.
- Personal motivation to support the Foundation mission and goals.
- Willingness to support and promote the Foundation and colleagues through commitment to enhancing the Foundation's considerations of Diversity, Equity and Inclusion.
- Ability and interest in traveling to local and out-of-town grantee meetings, site visits, and national/international conferences.
- Strong written and oral communication skills in English and Spanish or Portuguese.
- Able to travel to the Amazon region four to six times a year for one to two-week periods.

Attributes

The ideal candidate will demonstrate the following attributes that describe how employees at the Foundation strive to work with each other and their partners.

- Committed to Excellence
- Passionate
- Collegial
- Open and Honest
- Humble and Self-Aware

About the Foundation

Gordon and Betty Moore established the foundation to create positive outcomes for future generations. In pursuit of that vision, we foster path-breaking scientific discovery, environmental conservation, patient care improvements and preservation of the special character of the San Francisco Bay Area.

Guided by this vision and the Statement of Founders' Intent, each day we strive to make a significant and positive impact on the world. We tackle large, important issues at a scale where we believe we can make significant and measurable impacts. We know that our ability to take risks and make long-term and relatively large commitments allows us to undertake challenges not accessible to many other organizations.

Foundation facts

- Headquartered in Palo Alto, CA
- \$9+ billion in assets
- Annual foundation budget of over \$300 million
- About 100 employees
- Four program areas: Environmental Conservation, Science, Patient Care, and the San Francisco Bay Area

Working at Moore

We strive to make a real difference in our world today and for generations to come. Together, we work tirelessly to honor the vision of our founders and serve as stewards of the resources they entrusted to us. We establish specific strategies based on input from experts, identify partners who share our goals, and measure results along the way—all while adjusting as needed. We build relationships and fund work in areas where we hope to make a significant impact. We're okay with failing as long as we learn from our mistakes. And we know that working together expands our ability to drive meaningful change.

Compensation and Benefits

Compensation includes a competitive base salary and an excellent package of health, retirement savings and other benefits.

COVID-19

The Moore Foundation requires that all employees be fully vaccinated against COVID-19, except as required by law. Any employment offer will be contingent upon satisfactory proof that you

are fully vaccinated from COVID-19, subject to reasonable accommodations for medical or religious reasons, and/or as otherwise required by applicable law.

Application Process

Martha Montag Brown & Associates, LLC has been retained for this search. Interested and qualified candidates are encouraged to apply by sending a cover letter, resume and salary requirements by email to martha@marthamontagbrown.com.

Applicants must be legally authorized to work in the United States. Pursuant to the San Francisco Fair Chance Ordinance, we will consider for employment qualified applicants with criminal histories in a manner consistent with the requirements of the ordinance.

The Gordon and Betty Moore Foundation is an equal opportunity employer and welcomes a diverse pool of candidates for this search. We are committed to fostering a culture of inclusion and welcome individuals with diverse backgrounds and experiences to apply.

All correspondence will remain confidential.