



**POSITION DESCRIPTION**  
**PROGRAM OFFICER (BRAZIL): ANDES-AMAZON INITIATIVE**  
**THE GORDON AND BETTY MOORE FOUNDATION**

*June 30, 2022*

**Position Summary**

The Foundation seeks a new Program Officer based in Brazil to contribute to the work of the Andes-Amazon Initiative. The Program Officer will focus on strategy development and carry out grant-making in Brazil in the four-priority thematic and geographical areas of the Initiative. The ideal candidate has a strong background and relevant experience in sustainable development, environmental conservation, natural resource economics and/or policy in the Andes-Amazon region with a focus on Brazil.

The Program Officer will monitor the progress of grants, evaluate the effectiveness of the grantmaking portfolio, develop summary documents, and collaborate with other program officers on strategies and grants supporting the achievement of the main outcomes of the Initiative in the Amazon.

Due to the international location of this position, Velocity Global, a leader in managing distributed workforces, will serve as the legal employer of record and the Program Officer will be seconded to the foundation. Velocity Global will manage all aspects of the employment contract and will provide competitive compensation and benefits tailored to the location.

The Program Officer will be based in Brazil with periodic travel to the foundation's headquarters in Palo Alto, CA. The position reports to the Program Director for the Andes-Amazon Initiative.

**Andes-Amazon Initiative**

The Andes-Amazon Initiative's vision is to ensure the conservation of the Amazon biome in perpetuity, which provides habitat for biological diversity and regulates the regional climate cycle. To achieve this, the Foundation's main outcome is to support the conservation and effective management of at least 70% of the Amazon's historical forest cover. The foundation will support work in these priority thematic areas:

1. **Indigenous peoples and local communities:** Securing an additional 50 million hectares of healthy forest habitat through lands effectively managed by Indigenous Peoples and Local Communities (IPLC).

2. **Freshwater and forest:** Ensuring that 50 million hectares of freshwater/forest ecosystems are protected and managed to maintain connectivity and flow such that overall forest ecosystem resilience is strengthened in the face of growing climate change and an expanding extractive frontier.
3. **Drivers of habitat change:** Redirecting the drivers of land use change away from intact habitat and reducing the negative impact of projects on intact ecosystems by transforming plans, policies, and governance that shape decisions on infrastructure and linked extractive industries in five Amazon countries.
4. **Institutional framework:** Developing and implementing the necessary institutional conditions and processes to ensure the social, political, and financial viability and durability of conservation outcomes by advancing effective science-based policy, building strong coalitions in favor of conservation, securing sustainable finance, and advancing new conservation narratives.

The role of a healthy Amazonian Forest is significant for global climate change mitigation as well as regional hydrological function 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. The foundation has contributed to achieve the creation and improved management of approximately 173 million hectares, or around 30% of the original forest cover of the Amazon.

We recognize that the protected area approach is necessary but not sufficient to secure additional forest cover in the Amazon, and for this reason in this new phase of the Andes-Amazon Initiative we are focusing on the effective management of natural areas within and outside protected areas.

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

For more information, about the Andes-Amazon Initiative, please see:

<https://www.moore.org/initiative-strategy-detail?initiativeId=andes-amazon-initiative>

### Key Responsibilities

- Contribute to the implementation of the Initiative's overall strategic framework.
- Identify, develop, source, and manage a portfolio of grants that advance specific Initiative strategies.

- Carry out activities beyond grant-making to help drive change in the Initiative’s problem space (e.g., convening, facilitating, networking).
- Develop effective monitoring and evaluation plans, and oversee ongoing adaptive management of grants, activities, and strategies.
- Manage external relationships with grantees and other key partners in support of Initiative goals.
- Represent the Foundation in meetings with external stakeholders in the region, as required.
- Coordinate with internal staff to complete grant-making 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.

### **Experience and Education**

- A Master’s or Doctorate degree or equivalent experience in a relevant field, preferably in natural resource economics, environmental conservation, and/or policy.
- A background in sustainable development and conservation (7 - 10 years) in the Andes-Amazon region with a focus on Brazil, such as work in civil society, private or governmental sectors, or applied academic fields.
- Demonstrated knowledge and/or experience in working on conservation and sustainable development areas 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.

### **Competencies and Attributes**

The ideal candidate also will have:

- A sophisticated understanding of freshwater/forest conservation and climate issues in the Amazon across the Basin.
- Demonstrated passion for making improvements in sustainable use in the Andes-Amazon region.
- Demonstrated strategic planning skills, with 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.

- Demonstrated strong teamwork and interpersonal skills, with ability to develop productive relationships with colleagues, grantees, stakeholders, and others. Respectful, collaborative, self-directed, 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 written and oral communication skills in Portuguese, and English. Spanish language knowledge is desirable but not required.
- Strong business acumen.
- Personal motivation to support the Foundation mission and goals.
- Ability and interest in traveling to local and out-of-town grantee meetings, site visits, and national/international conferences.

## **The Foundation**

Gordon and Betty Moore established the foundation to create positive outcomes for future generations. Guided by this vision and the Statement of Founders' Intent, we foster path-breaking scientific discovery, environmental conservation, patient care improvements and preservation of the special character of the San Francisco Bay Area.

Each day we strive to make a significant and positive impact on the world. 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 making adjustments 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.

We believe there can be no truly lasting change for the good if that change is not just and widely shared. Comprehending and incorporating values of diversity, equity, and inclusion in pursuing goals and refining strategies is vital to achieving our desired outcomes. These values weave through what we do and drive how we operate.

For more information, please visit [www.moore.org](http://www.moore.org).

## **Compensation and Benefits**

A competitive compensation and benefits package will be provided by the employer of record, Velocity Global, and will be tailored to the location.

## 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](mailto:martha@marthamontagbrown.com).

All correspondence will remain confidential.