



Program Officer, Environment – Transforming Development Finance
Charles Stewart Mott Foundation
Flint, Michigan
April 2023

About the Charles Stewart Mott Foundation

The Charles Stewart Mott Foundation, established in 1926 in Flint, Michigan, by an automotive pioneer, is a private philanthropy committed to supporting projects that promote a just, equitable and sustainable society. It supports nonprofit programs throughout the United States and, on a limited basis, internationally. Grantmaking is focused in four programs: Civil Society, Education, Environment and Flint Area. In addition to Flint, offices are located in metropolitan Detroit, Johannesburg and London. In 2022, the Foundation made 385 grants totaling more than \$187 million and had year-end assets of nearly \$3.7 billion.

About the Environment Program

For more than three decades, the Mott Foundation’s Environment program has supported programs around the world that protect communities and the ecosystems upon which they depend. This work has taught us that such grantmaking must seek practical ways to build strong economic, social, and environmental conditions for all people — in a word, sustainability. The program is currently organized

- for energy and infrastructure projects that protect people and the environment in developing nations.
- Advancing Climate Change Solutions in which we work to increase the use of renewable energy in developing countries where an estimated 770 million people still lack access to electricity.
- Addressing the Freshwater Challenge in which we support efforts to secure sustainable levels of clean water for people and the environment, particularly in the Great Lakes basin.

While our international grantmaking is global in scope, some aspects are geographically concentrated in East Africa, particularly Tanzania, and the Andes/Amazon region of South America. In 2021, the Environment program awarded 88 grants totaling \$23.4 million, spread roughly equally across the three major program interests. This is an exciting time to join the

Environment team as we are approaching the end of our ten-year strategic plan and will use the lessons learned from our current work to inform the development of a new strategic plan in the not-too-distant future. For more information about the Foundation's work, please visit <https://www.mott.org/>

The Opportunity

The Charles Stewart Mott Foundation is seeking a new Program Officer for its Environment program to co-manage its global work on "Transforming Development Finance".

The Transforming Development Finance (TDF) program area is focused on influencing the environmental and social policies and governance of key national and international development finance institutions, including the World Bank Group, the African and Inter-American development banks, and Chinese development banks. The TDF program area also concentrates on sustainable development and finance in South America, deepening the Foundation's impact and helping ground the global approach. The overarching goal is to promote international public investment in energy and infrastructure (e.g., large-scale hydropower and transmission) that supports sustainable development and reduces environmental harm.

The new Program Officer will co-manage the Foundation's in these areas, collaborating with two regionally focused program officers, South America and Africa, respectively, and will be part of the eight-person Environment program team.

The ideal candidate is an expert with a strong background and relevant experience in sustainable development issues, particularly with global development finance institutions. Experience in the nonprofit sector is strongly preferred. The Foundation is also willing to consider Michigan-based candidates with less specialized expertise but at least seven years of experience in the sustainable development sector and an openness to developing on-the-job expertise in global development finance.

The position reports to the Director of the Environment Program. This is a full-time position located in Flint, MI and requires frequent international and domestic travel. The Foundation is willing to consider exceptional candidates who are currently located in London or Johannesburg where the Foundation also has offices.

Key Responsibilities

In this role, the Program Officer will:

- Design and execute effective multi-year grantmaking strategies.
- Build relationships with nongovernmental organizations and leaders in the field in order to best understand the opportunities and challenges in this work.

- Investigate grant requests and develop funding recommendations.
- Process, administer and monitor grants and clusters of grants according to Foundation policies and procedures.
- Prepare, individually and with other team members, reports and other documents for the Foundation's management and board of trustees.
- Work with colleagues across the Foundation and other grantmakers outside the Foundation on issues of mutual interest.
- Assist with external communications, including representing the Foundation at meetings and in discussions with grantees and partners.

Qualifications

As the incoming Program Officer, you must possess many, though perhaps not all, of the following characteristics and qualifications:

- Strong interest in environmental and/or sustainable development issues, particularly with global development finance institutions, and experience in the nonprofit sector is preferred. At least seven years of experience working on related issues.
- Demonstrated experience creatively and strategically directing limited resources to leverage change.
- Belief that public participation is fundamental in governmental and intergovernmental processes.
- Strong analytical, writing and verbal communication skills.
- Proven desire and ability to work collaboratively and respectfully with established and emerging NGO leaders.
- Strong project, time and budget management skills.
- Ability and willingness to conduct extensive international and domestic travel (approximately 60 days per year).
- Flexibility and willingness to work as a member of a team and with other teams/departments throughout the Foundation.
- Bachelor's degree required; advanced degree in related field preferred but not required.
- Fluency in a second language preferred.
- Previous experience in philanthropy/grantmaking is useful but not necessary for this position.

Compensation & Benefits

The Charles Stewart Mott Foundation offers a competitive salary and benefits commensurate with experience and skills. The Foundation is an equal opportunity employer and encourages diversity of thinking, background and perspective among its staff. All qualified individuals are encouraged to apply.

Application Process

[Martha Montag Brown & Associates, LLC](#), in strategic partnership with [Gumbs + Partners](#), has been retained to conduct this search. To apply: Please submit a resume and substantive cover letter highlighting interest, background and relevant experience to:

Lauren I. Gumbs
Strategic Partner, Martha Montag Brown & Associates, LLC
Via email, search@marthamontagbrown.com