



# **Position Specification**

Wellspring Climate Initiative

Director, Measurement and Evaluation

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### Our Client

Wellspring Climate Initiative seeks to avoid the worst impacts of climate change by dramatically reducing global greenhouse gas emissions and accelerating the transition to a clean energy future. The Climate Initiative's investments are aimed at decarbonizing the world economy as quickly as possible and are focused on the strategies and venues where philanthropy can have the highest impact. Wellspring Climate Initiative (WCI) is active in multiple geographies based on opportunities for cost-effective mitigation. WCI believes that solving climate change requires the adoption of ambitious, evidence-based policy solutions that transform markets, advance clean technology and lead to large-scale change. WCI is dedicated to building the political will and powerful coalitions needed to achieve these bold policy solutions. WCI was recently launched and is actively building its senior management team. WCI is based in Irvine, California.

Wellspring Climate Initiative is part of the Wellspring Philanthropies and an initiative of Wellspring Philanthropic Fund, which opened its doors in 2001 with a mission to improve the realization of human rights and social and economic justice for all people. The organization is supported by donors who share a common belief in and respect for the inherent worth and dignity of every person. Further information can be found here: <https://wpfund.org/>.

### The Role

The Director, Measurement and Evaluation (M&E) of WCI will be responsible for ensuring WCI's portfolio is driven by an evidence base and is measurable, with a goal of driving tangible results from its grantmaking. Reporting directly to the Executive Director (ED), the Director, M&E, will work closely with the ED to produce timely and high-quality reporting to WCI's leadership on the performance of the portfolio. They will also propose specific actions, collaborating with the ED and Directors of the grantmaking portfolios, for course-correction. The Director, M&E, will work directly with grantees and partners to develop robust M&E systems. They will be based in Irvine.

In terms of the specific responsibilities of this position, we would highlight the following:

#### Program development, delivery, and performance

- Accountable for the development and implementation of WCI's M&E priorities and plans, ensuring they are aligned to the portfolio's strategy.
- Work with the ED and other Directors to put in place resources, processes and procedures necessary to enable the timely use of evidence to support program design and develop / deliver effective verification and evaluation systems.
- Provide senior advice, guidance and trouble-shooting input regarding the measurement and evaluation of complex, problematic or high-risk programs, to ensure the effective and timely resolution of issues and concerns if they arise.
- Support the development of WCI's strategies, policies and initiatives as a recognized subject-matter expert in M&E for climate or related areas.
- Advise on and participate in the strategic direction of WCI, including long-term planning.

- Deploy proportionate approaches to due diligence and risk management, so that the interests and reputation of WCI are protected, while also encouraging innovation and ambition.
- Take the lead on corporate, crosscutting initiatives and projects, as required by the ED or Wellspring leadership.

**Sector knowledge and profile-building**

- Proactively cultivate and maintain extensive external networks with experts and opinion-formers within the climate change and M&E community to identify potential grantees and ensure decision-making is shaped by up-to-date insights and research.
- Monitor developments in the field to identify emerging needs, gaps, and opportunities.
- Undertake or commission sector-relevant research and analysis to inform the effective development, delivery and evaluation of programs and initiatives.
- Provide leadership to the wider philanthropic and bilateral donor community on the relevant subject areas.

**External relations**

- Engage with the M&E community of aligned donors and practitioners working to advance the goals of WCI.
- Identify partners and collaborations to advance M&E grantmaking strategies including, as appropriate, active participation in collaboratives, conferences and workshops.
- Represent WCI at conferences and meetings with NGOs, funders, experts, and consultants; ensure follow-up, as needed. This may include international or domestic travel.

**Financial stewardship, supervision and management**

- Recruit and manage direct reports, which will include hiring new staff as needed, supervise and work integrally with staff in accomplishing tasks, evaluate staff on an ongoing basis, make decisions around working conditions of staff, and support staff in their professional development.
- Support the development of an annual administrative budget to anticipate and plan for programmatic expenses.
- Prepare and lead the relevant WCI presentations.
- Perform other duties and responsibilities as requested.

**Candidate Profile**

WCI seeks an accomplished, seasoned leader with an urgency to act and a passion about the essential role research and analysis play in advancing ground-breaking philanthropy. The Director, M&E, will possess the management and leadership skills necessary to lead a robust and highly collaborative department. The successful candidate will have the demonstrated ability to foster an environment of creativity and innovation and provide the overarching framework necessary to advance the Foundation's work. They will display a strong intellectual curiosity and an appreciation for a thoughtful, courageous, and active approach to philanthropy. They will possess a genuine passion for decarbonizing the world as quickly as possible.

The Director, M&E, should possess a good understanding of advocacy and evaluation approaches, have at least 10 years of experience in the M&E field and be capable of playing an active thought leadership

role within the broader philanthropic field. Direct experience in climate change and/or environmental M&E is desirable. They should be experienced in implementing and managing a broad variety of quantitative and qualitative evaluation projects and possess a robust knowledge of data analysis techniques. Experience working with one or more of the large emitters would be an advantage.

In terms of the performance and personal competencies required for the position, we would highlight the following:

**Setting Strategy**

- Adept at listening, informing, and contributing to a strategic vision.
- Ability to process large amounts of complex information and present concise conclusions drawn from this information to a variety of audiences.
- An entrepreneurial and creative approach to developing new, innovative ideas that will stretch the organization and push the boundaries within the field.
- Lifelong learner, who is inquisitive and solves problems with bold thinking and innovation and displays a strong intellectual curiosity.

**Executing for Results**

- Adept at setting clear and challenging goals, and committing the organization to improved performance, coupled with a willingness to be accountable for the oversight of implementation.
- Tenacious and accountable in driving results, yet flexible and open-minded to new approaches.
- Experienced in developing an organizational results-oriented learning culture.
- Comfortable with ambiguity and uncertainty; the ability to adapt nimbly and lead others through complex situations.
- Exceptional project management, prioritization and planning skills, with demonstrated success producing high-quality deliverables on time and within budget.
- A leader who is viewed by others as having a high degree of integrity and forethought in their approach to making decisions; the ability to act in a transparent and consistent manner while always taking into account what is best for the organization and mission.

**Leading Teams**

- The ability to attract and recruit top talent, motivate a nimble team, delegate effectively and manage performance; widely viewed as a strong developer of others.
- The ability to persevere in the face of challenges, and exhibit a steadfast resolve and relentless commitment to higher standards, which commands respect from followers.
- A leader who is self-reflective and aware of their own limitations; leads by example and drives the M&E function's performance with an attitude of continuous improvement by being open to feedback and self-improvement.
- Demonstrated commitment to principles of diversity, equity, and inclusion.
- Understands and embodies Wellspring values (<https://wpfund.org/about-us/>), including humility and teamwork.

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**Relationships, Influence and Communications**

- Naturally connects and builds strong relationships with diverse internal and external audiences, demonstrating strong emotional intelligence and an ability to communicate clearly and persuasively – through both written and verbal communication.
- A partnership mindset and service mentality.
- An ability to effectively represent WCI externally as a thought leader with a compelling style, passion in their beliefs, and active drive.
- Highly collaborative. Encourages others to share the spotlight and visibly celebrates and supports the success of the team, external partners, and grantees.

**Wellspring's Institutional Culture of Respect, Equity and Inclusion**

WCI and Wellspring Philanthropic Fund believe they are strengthened by the diversity of their staff, and welcome such diversity including race, gender identity or expression, educational attainment, disability, veteran status, and personal experience with the criminal justice system. They welcome applications from people of all cultures, backgrounds, and experiences, and they strongly encourage people of color and persons with disabilities to apply. They actively cultivate an institutional culture that reflects the values of respect, equity and inclusion that they seek through their work to amplify in the larger world.

Wellspring hires, promotes and retains employees based on their professional qualifications, demonstrated abilities and work performance, as well as on the degree to which these qualities are required in the employment positions made available by the Foundation's service needs and business requirements. All personnel decisions, including but not limited to recruitment, hiring, compensation, assignment, training, promotion, discipline and discharge, are made without discrimination based on any protected characteristic as defined by law, e.g., race, color, religion, national origin, citizenship, ancestry, age, disability, gender identity or expression, sex, sexual orientation, marital or familial status, domestic partner status, veteran or military status, genetic predisposition or carrier status, and prior criminal convictions, as well as educational attainment.

Wellspring offers a very generous benefits package including payment of 100% of the health insurance premiums for employees (and 80% of the premiums for spouses, domestic partners and qualified family members). Wellspring also offers other benefits including life insurance, long-term disability protection, a group 401(k) retirement plan (with an employer match), support for continuing education, up to \$5,250 in annual student loan repayment OR college savings assistance for qualified dependents, and is committed to providing transgender-inclusive healthcare.

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**Contact**

For further information on or to express an interest in this opportunity, please contact Russell Reynolds Associates at [WCI@RussellReynolds.com](mailto:WCI@RussellReynolds.com).

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