



POSITION ANNOUNCEMENT

RE-AMP CHIEF NETWORK OFFICER (CNO)

BACKGROUND

April 18, 2017

RE-AMP, a collaborative network of over 160 Midwestern nonprofits and philanthropies focused on reducing carbon pollution, seeks an exceptional individual to direct the Network and lead its partners to increased success. RE-AMP is a systems-based generative social impact network working to reduce greenhouse gas emissions 80 percent economy-wide by 2050 in the Midwest.

Since its founding in 2005, RE-AMP has operated as a virtual network anchored by an elected Steering Committee of member representatives and three-person full- and part-time professional and support staff embedded in member organizations throughout the region, which is the states of Illinois, Iowa, Michigan, Minnesota, North Dakota, Ohio, South Dakota, and Wisconsin. The CNO is a senior level post established by RE-AMP's Steering Committee—a strategic decision to find a leader that can move RE-AMP to the next level of growth and effectiveness. The virtual nature of the organization offers significant room for innovation and flexibility for the new CNO for the work ahead.

The RE-AMP Network has a focused approach: shared regional systems analysis around equitable deep decarbonization through state table collaboration; an Organizing Hub for campaign excellence; Action Teams that develop regional campaigns and projects that inform or influence state-level policies; and Network infrastructure support aimed at reducing coal, increasing energy efficiency and renewables and cleaner transportation while also growing the power of the local and regional climate movement. With a current annual operating budget of \$1.4 million, RE-AMP facilitates the strategic collaboration of its members to organize, develop and analyze policy, advocate, and conduct research that will advance the collective goals. RE-AMP staff supports the work of member organizations to advance the Network's agenda through support of state table collaboration and action teams around issue areas across the region as well as campaign planning and implementation support. Key Network supports include a centralized online learning community, the Organizing Hub, Annual Meeting and \$500-750 thousand in grants each year for state table and action team collaborations.

The CNO will be able to build on RE-AMP's success to date, which is well documented by independent research (see RE-AMP website for recent reports: reamp.org/history). During its first decade RE-AMP members, with staff support, have collaborated on the following achievements:

- Stopped the building of over 30 coal plants and reduced overall coal usage in RE-AMP states by 5.8 percent (and more than 150 coal plants slated for retirement).
- Supported the adoption of state Renewable Energy Standards in five member states, and Energy Efficiency Resource Standards in six member states as well as increases to some of these standards in 2 states, as well as the passage of new transportation legislation to decrease emissions in three states and stop highway expansion.
- 200+ complete streets projects across the region for increased biking and walking and local solutions.
- Dedicated re-granting support for the Midwest Environmental Justice Network to build capacity.
- Created a strategic plan and coordinated approach that allows funders, advocates and organizers to join forces and leverage change in the region, including distributing over \$20 million in strategic climate action funding in the Midwest.

Responsibilities:

The CNO will report to the RE-AMP Network and to the RE-AMP Steering Committee with accountability to the COO at the Minneapolis Foundation, the fiscal sponsor for the RE-AMP network and employer of RE-AMP staff. He/she will lead the development of network strategy, structural adaptations, and fundraising.

- Maintain and advance the RE-AMP Network's collective vision and long-range strategy;
- Act as the "*networker in chief*": a relationship builder and alignment facilitator who will deepen, develop and expand member, funder and other partners' engagement;
- Grow the Network's financial resources and impact by developing and implementing an annual fundraising plan that meets the needs of an evolving Network;
- Provide leadership based on a *systems* approach to solving the climate crises, embraced by the RE-AMP Network;
- Scale up the work and impact of the Network, which includes shaping a highly efficient and productive institutional infrastructure, increasing both the type and geography of members and developing a robust programmatic agenda that keeps members connected and engaged;
- In close coordination with member groups, represent RE-AMP in relevant national climate and energy discussions;
- Oversee management of budgets, income and expenses, and report financial performance to the Steering Committee;
- Manage geographically dispersed staff into a high performance coordinated team;
- Ensure consistent timeframes for internal evaluations and mid-term assessments to measure progress; and
- Report to the RE-AMP Steering Committee (SC) and engage it to inform and develop Network strategy and innovations.

Requirements:

As the RE-AMP Network is unique among climate efforts, it seeks an equally distinguished candidate. Successful CNO candidates will:

- A Bachelor's Degree is required. A graduate degree in management, public policy, or related advanced degree is preferred.
- Minimum of 8-10 years of experience in administration and project management, nonprofit Network level experience is preferred.
- Previous management experience required.
- Demonstrated track record in foundation relations, fundraising and grant management on a comparable scope of \$500,000+
- Extremely well-organized self-starter.
- Excellent writing and communication skills.
- Adept at strategic planning and problem solving.
- Demonstrated strategic leadership skills, including:
 - Prior success in cultivating relationships and building support (political, financial, coalition, team) to progress toward high-level goals.
 - Visionary, insightful, motivating.
- Demonstrated superior management skills:
 - Organization, campaign and/or large project management experience.
 - Knowledge of network structures and operations – Experienced at creating “community” among geographically dispersed and diverse staff and members.
 - Problem solver and comfortable with complexity.
 - Ability to assess and adapt processes and tactics.
- Experience in managing budgets and expenditures.
- Previous experience leading coalitions, networks, communities of practice is preferred.
- Previous nonprofit experience is preferred.
- Be able to comfortably manage extensive travel demands. Given the virtual nature of this geographically dispersed network, the CNO must be located somewhere with ready access to a major airport.

Compensation: very competitive salary commensurate with experience.

Benefits

- Paid time off in the form of vacation/personal leave/sick leave /holidays/Volunteer Day
- Medical insurance (options include a traditional co-pay plan or a high deductible with a Health Savings Account)
- Dental insurance
- Flexible spending accounts
- Short- and long-term disability coverage, Life and AD&D Insurance
- 403(b) retirement savings plan and SEP-IRA retirement plan
- Tuition support



To Apply:

Priority will be given to those who apply by close of business May 8, 2017.

Submit cover letter, resume, salary expectations and references to:

HR@mplsfoundation.org

Detailed job description is available upon request.

The Minneapolis Foundation is an Equal Opportunity Employer

The RE-AMP Network knows that climate and energy issues must become pressing concerns for a broader cross-section of the Midwest public and invites people with diverse backgrounds, experience and perspectives to apply.