CHIEF EXECUTIVE OFFICER

POSITION PROFILE

Reporting to: Board of Directors

Location: Remote, with some travel (Preference for candidates based in Europe)

Salary Range: €100,000 – €115,000 EUR (approx. $105,000-$120,000 USD)

Contact information

Marissa Belau
Director of Operations

jobs@footprintnetwork.org

www.footprintnetwork.org
www.overshootday.org
www.footprintcalculator.org
ABOUT GLOBAL FOOTPRINT NETWORK

Global Footprint Network is an international non-profit organization that promotes a sustainable economy by advancing the Ecological Footprint, a tool that makes human demand on nature measurable. The Ecological Footprint has become one of the most widely used policy metrics in the world and is the only tool that comprehensively measures human demand on the planet against what the planet can supply. It is increasingly being applied by governments and investors to guide decision making in an ecologically constrained world.

The Ecological Footprint was created by Mathis Wackernagel and William Rees in the early 1990s as part of Wackernagel's PhD research at the University of British Columbia. Over the years, the Ecological Footprint concept has grown into a global phenomenon and the term “footprint” has become synonymous with human behavior and its impact. From 2003 to 2018, Global Footprint Network calculated the Ecological Footprints and biocapacity of countries for each year that UN data has been available. Over the years, data from the National Footprint and Biocapacity Accounts has been included in countless reports by organizations like the World-Wide Fund for Nature (WWF), the International Union for Conservation of Nature (IUCN), UN Environment, and the European Environment Agency.
In 2018, Global Footprint Network began the process of transferring the National Footprint and Biocapacity Accounts to an academic home at York University, independently governed by the Footprint Data Foundation. The primary goal of the Ecological Footprint Initiative, deployed by the Faculty of Environmental Studies at York University, is to ensure the credibility, transparency, and independence of the accounts to assure users of the reliability of the data. Going forward, the initiative seeks to gather an international collaboration of researchers who drive the accounts’ improvements, increase their influence, and strengthen their reputation and applicability.

Global Footprint Network offers:

**METRICS** that are simple, meaningful, and scalable

**ACTIONABLE INSIGHTS** about natural resource consumption and capacity

**TOOLS** and analysis to guide informed decisions

While the Ecological Footprint data is at the core of our work, we are best known for our two most influential communications tools: Earth Overshoot Day and the Footprint Calculator.

**Earth Overshoot Day** is our annual campaign that marks the date when humanity has exhausted nature’s budget for the entire year. In 2021, Earth Overshoot Day fell on July 29. For the rest of the year, we are maintaining an ecological deficit by drawing down local resource stocks and accumulating carbon dioxide in the atmosphere. In other words: living beyond the means of what our planet can renew.

With the **Footprint Calculator**, individuals can calculate their Ecological Footprint and personal Overshoot Day. Available in eight languages, it is a powerful tool for exploring the details of one’s own Footprint, including carbon, and is used by millions of students and life-long learners around the world.
VISION & MISSION

Global Footprint Network, founded in 2003, envisions a future where all can thrive within the means of our one planet.

We enable our vision through our mission: to help end ecological overshoot by making ecological limits central to decision-making.

Fundamental to this vision is that all thrive. It is not enough to live within the means of nature at the sacrifice of human wellbeing. Until decisions at every level – individual, community, city, province, national, international, corporate – are aligned with moving us out of ecological overshoot, there is a place for Global Footprint Network to keep working in service of the global movement for sustainability.

ABOUT OUR TEAM

We are scientists at heart. Scientists who love the outdoors. Located all over the world, we measure everything and use data and facts to guide decisions. Optimistic and persistent, we pursue systems change to achieve global sustainability.

Partners help guide our research agenda, contribute to the development of Footprint methodology and standards, and further our communications endeavors. They work with business, government, and individuals to make the Footprint more relevant and practical.
POSITION SUMMARY

Global Footprint Network seeks an entrepreneurial new Chief Executive Officer (CEO) with strong leadership qualities to propel the organization into its next phase of global impact. By expanding Global Footprint Network’s on-the-ground applications (via consulting and fee for service projects) and provocative thought leadership (via global communications campaigns), you will be joining the team at a pivotal moment of strategic redirection. Sharing our passion for the ecological overshoot concept, our next CEO will be a holistic systems thinker who can link overshoot to prevailing sustainability conversations and enjoys challenging the status quo.

In this role you will work closely with the Board of Directors, President/Founder, and Management Team to drive strategy, outreach, and impact. As CEO, you will be expected to coach and mentor personnel at every level (management, employees, and contractors) to support individual well-being and ensure optimal organizational effectiveness.

Key Responsibilities

Strategy and Leadership

- Provide overarching leadership to ensure fulfillment of the organization’s mission, vision, and strategic goals; maintain alignment across US and European offices
- Lead strategic planning and monitor implementation; communicate the organization’s direction in a way that connects ongoing and future work back to strategic objectives
- Empower and hold staff accountable for achieving organizational goals, including by leading the development/implementation of work plans, performance dashboards, etc.
- Promote cohesion and proactive communication among a largely remote, multicultural, multilingual team that lives and works across multiple time zones
- Oversee the Management Team; support coordination between the organization’s key program areas: Research, Communications, Applications, and Operations

Fundraising and Project Development

- Devise and lead resource development to ensure the organization’s financial health
- Lead the development of a cohesive suite of consulting services/fee for service projects
- Leverage existing and develop new relationships to expand paid collaborations
- Advise team leaders on fundraising opportunities, including foundation outreach, grant management/execution, project development, and individual giving initiatives
Finances and Internal Operations

- Ensure compliant, effective, and efficient operations, including assuming ultimate responsibility for the financial affairs and managerial conduct of the organization
- Prepare and ensure execution within the organization’s annual budget
- Oversee human resource management, including capacity planning and fair and competitive compensation
- Drive the development of internal processes that produce standardized work products; hold staff accountable for use of systems and presentation of consistent deliverables

Board of Directors

- Serve as primary liaison to the Board of Directors, organizing meetings/retreats and preparing and presenting relevant updates, impact metrics, and financial reports
- With Board and its Chairperson, devise and implement organizational strategy, fundraising, and Board recruitment/management initiatives

EXPERIENCE, SKILLS & REQUIREMENTS

Minimum

- Strong communicator who can engage deeply on the organization’s mission and vision
- 8+ years’ experience in strategy, sustainability, green economy, or other relevant field; knowledge of key trends in sustainability, climate science, environmental metrics, etc.
- Proven track record of successful fundraising and/or project development activities
- Experience managing a team, including providing performance feedback and fostering team members’ well-being, engagement, and professional development

Preferred

- 5+ years’ experience in senior leadership positions
- Fluency in English required; preference for working knowledge of other language(s)
- Advanced degree in sustainability, ecology, environmental science, sociology, geography, environmental economics, engineering, or other relevant field
- Experience developing comprehensive fee for service/consulting services program
- International experience, particularly related to media and communications campaigns, operations, and/or fundraising/project development
CULTURAL & LEADERSHIP ATTRIBUTES

- Demonstrated commitment to sustainability and wellbeing for all
- Psychologically astute with a curious-first approach to disagreement
- Strategic, entrepreneurial, adaptive, and a growth mindset
- High cultural and emotional intelligence, particularly across different working styles
- Sense of humor and willingness to find joy in the work and interactions with colleagues

Location

Role will be primarily remote, with regular travel to our hub offices (Oakland, California; Geneva, Switzerland; and Chiusi, Italy) and various events throughout the year. Preference will be given to candidates based in Europe.

APPLICATION PROCESS

To Apply: Send a resume and cover letter to Marissa Belau, Director of Operations, at jobs@footprintnetwork.org with the subject line “Chief Executive Officer Application.” Please include a link to your LinkedIn profile, how/where you heard about the position, and describe why ending overshoot is important to you.

Application deadline is May 31, 2022.

Candidates will be asked to complete several interviews with our Management Team, Board members, and staff. We hope to have the position filled by Earth Overshoot Day 2022.