



## **Job Description**

**Job Title:** U.S. Director of Climate  
**Reports To:** U.S. Chief Program Officer  
**Supervises:** Director of Climate Solutions, Director of Climate Policy and Advocacy, Medical Director  
**Location:** US-Based Remote  
**FLSA Status:** Exempt  
**FTE Status:** 1 FTE  
**Salary Range:** \$133,000 - \$179,700  
**Posting Date:** April 16, 2024  
**Closing Date:** April 30, 2024

### **Organizational Overview**

[Health Care Without Harm](#) (HCWH) seeks to transform health care worldwide so that it reduces its environmental footprint and becomes a community anchor for sustainability and leader in the global movement for environmental health and justice. We have a unique and dynamic workplace with more than 80 staff members in the U.S. and abroad. We believe health care, as the only sector with healing as its mission, has an opportunity – and obligation – to use its ethical, economic, and political influence to create an ecologically sustainable, equitable, and healthy world. Health Care Without Harm works to achieve its mission in collaboration with [Practice Greenhealth](#), the leading sustainable health care organization, delivering environmental solutions to more than 1,700 hospitals and health systems in the United States and Canada.

### **Position Description**

The U.S. Director of Climate will have overall responsibility to lead, strategize, coordinate, and expand HCWH's work to support the implementation of climate solutions by the health care sector as well as to collaborate with global and regional leaders to integrate our climate work in the U.S. across all global HCWH entities and partners.

### **Primary Objectives**

Lead the strategy and development of HCWH U.S. and Practice Greenhealth's climate initiatives while integrating global synergies and connecting to scaling strategies for greater organizational impact.

### **ESSENTIAL FUNCTIONS:**

- Holds primary responsibility for the strategic development, day to day management, and administrative oversight of the U.S. climate strategy in harmony with the mission of HCWH and Practice Greenhealth.
- Develop strategic approaches and initiatives for health care partners to address climate change, both mitigation and resilience solutions, with equity at the center.
- Translate the climate strategy into actions to be pursued by staff across organizational segments and monitor and evaluate progress.

- Identify and develop strategic partnerships to execute the organization's goals. Directly manage contracts with partner organizations and individuals in coordination with other staff.
- Work with the Development team to secure funding; develop funding proposals and budgets and manage grants.
- Develop and manage the climate program budget.
- Work with the Practice Greenhealth team to develop and manage relationships with key hospitals and partners regarding climate solutions projects.
- Help shape our internal positions and recommendations for action as a member of the organization's Management Team.
- Participate in public outreach and education, including presentations at conferences, interviews with media, press releases and other external communication in collaboration with the Communications Department.
- Manage, motivate, and mentor the climate program team.
- Develop annual goals, plans, and targets for climate solutions that align with the organization's broader strategic plan.
- Maintain general awareness of developments in public policy, the health care sector, and other areas that impact the organization's climate solutions work.
- All other duties as requested and needed to meet organizational goals.

#### Qualifications

- **Minimum Education:** Bachelor's degree. Combined experience/education as a substitute for minimum education.
- **Minimum Experience:** Proven track record of program strategy development and leadership, having led large programs or campaigns, and staff development and leadership, having led team(s) of at least 3 people.
- **Minimum Field of Expertise:** Experience working on sustainability or climate issues, preferably with expertise in health care climate mitigation and/or climate resilience centered in equity.
- **Preferred Experience:** Master's degree or relevant climate or environmental certifications. Combined experience/education as substitute considered.
- **Preferred Experience:** Experience working in a non-governmental organization and/or a matrix organization. Experience working in a virtual organization. Familiarity with advocacy and/or membership-based organizations.
- **Preferred Field of Expertise:** Experience working with or within health care. Familiarity with hospitals and health systems, public health, climate justice and/or environmental issues.

#### Job-Specific Competencies:

- Demonstrable understanding of and commitment to advancing climate change mitigation and resilience solutions and addressing the health impacts and inequities resulting from climate change.
- An understanding of the health care or institutional sector and the challenges it faces.
- Knowledge of the critical policy issues and options to address climate change.
- Experience with the development and implementation of a climate change strategy.
- Proven self-starter, who can lead and deliver projects at high level.
- Experience supervising or managing people or teams.

- Ability to think strategically and creatively while organizing time efficiently.
- Strong interpersonal skills with a high level of professionalism and ability to work successfully within a team as well as the ability to work independently.

#### What's in it for you?

- Join an organization where your colleagues share a profound commitment to the mission, and a global network of partners work collaboratively to support it.
- Play a vital role in helping drive growth, influence impact, and further advance our efforts to create a more sustainable health care sector and planet.
- Flexible, supportive work environment with generous paid time off, family leave, and 14 paid holidays.
- An excellent benefits package, which includes full family medical, dental, and vision premiums paid.

#### To Apply or Inquire

Health Care Without Harm and Practice Greenhealth are committed to cultivating and sustaining culturally and ethnically diverse organizations and to the principles that promote inclusive practices. We believe systems can only be transformed when a diversity of voices, perspectives, and lived experiences are a part of the movement for change. We are dedicated to building a diverse staff with expertise and interest in addressing systemic racism within our organization and to serve the mission of the organizations in respectful ways. Health Care Without Harm/Practice Greenhealth is an Equal Opportunity Employer.

To apply, upload a cover letter along with your resume via this [link](#). Questions can be addressed to [jobs@hcwh.org](mailto:jobs@hcwh.org). Only competitive candidates will be invited to participate further in the recruitment process. **Closing date to apply is April 30, 2024.** Applications will be reviewed on a rolling basis.