



Markets Program Director

Full-time, Remote

About PACT

The Platform for Agriculture and Climate Transformation (PACT) is a collaborative philanthropic initiative that seeks to advance climate-smart and regenerative agriculture as a meaningful solution to the climate crisis. PACT works to scale effective climate solutions and support innovation where needed – bringing coordination and capacity to expand the impact of existing philanthropy, corporate commitments, policy advocacy, and individual farmer action. PACT deploys a wide array of tools, including grantmaking, coalition-building, and other forms of collaboration, to support federal and state policy, public-private partnerships, on-the-ground projects, new technologies, and innovative research to bring lasting science-based solutions to scale. To learn more, visit www.ag-climate.org.

Position Summary

The Markets Program Director will play a lead role in advancing PACT's goal of unlocking private sector financing to accelerate the transition to climate-smart and regenerative agriculture. This will include developing and managing grantmaking strategies and partnerships to create and amplify clear market signals, drive demand for climate-smart agricultural products by the private sector, and create economic value for farmers and ranchers.

They will also serve as an ambassador for PACT, building our network of private, public, and philanthropic partners, advocates, and leaders who are developing market-based solutions to curb U.S. agriculture's contributions to the climate crisis. Key responsibilities include: strategy and partnership development, grant sourcing and due diligence, grantee relationship management, and impact evaluation and reporting.

The ideal candidate for this position will have direct experience working on sustainable agriculture supply chains, ecosystem services, or sustainable finance. They will have deep interest in and commitment to strategies that reduce the climate impacts of producing and selling food in the U.S. while enabling rural communities to thrive in the face of climate impacts.

The position will report to PACT's Executive Director and will work closely and in collaboration with PACT's program team.

Pay Range: \$175,000 to \$225,000. This represents the present low and high end of the pay range for this position. Actual pay will vary based on various factors, including but not limited to experience.

The Role: The Platform for Agriculture and Climate Transformation (PACT) seeks a Markets Program Director to:

- Develop, implement, and manage grantmaking and partnership strategies to unlock private sector financing to accelerate the transition to climate-smart and regenerative agricultural practices and technologies at a national scale,
- Identify emerging needs and gaps in the field and source “best-fit” opportunities for PACT’s Markets grantmaking portfolio through consistent engagement with peer funders, partners, and grantees,
- Develop funding recommendations that are supported by thorough vetting and due diligence analyses for grantmaking opportunities that advance PACT’s goals and invest in critical capacities in the field,
- Prepare and manage internal and external materials regarding PACT’s Markets Program including strategy documents, grant summaries, and external presentations,
- Build, nurture, and manage relationships with PACT’s grantees to provide guidance, thought partnership, and connections to others in the field,
- Work with PACT program team to develop approaches and criteria for program measurement and evaluation to inform PACT’s grantmaking strategies,
- Evaluate and report on PACT’s progress and impact on a regular basis with an eye to continuous improvement, as well as developments in the sector and field, and present updates to PACT’s Advisory Committee and broader network,
- Establish and engage a network of aligned peer funders, partners, and leaders in the climate-smart agriculture space whose input can inform and evolve PACT’s strategies over time.

Qualifications

PACT is looking for a bold, visionary leader and sharp strategist who can grow our Markets program from the ground up and serve as a resource to others in the philanthropic, financial, public, and advocacy sectors on how markets can accelerate an equitable and just transition to climate-smart agriculture. The role requires a balance of self-directed leadership and intentional collaboration. PACT seeks to recruit individuals with demonstrated capacity in positive interpersonal relationships, excellent written and verbal communication skills, and a proven ability to work effectively as part of a team.

The Markets Program Director should ideally possess the following professional qualifications:

- At least 10 years of experience working on agricultural supply chain sustainability, either in or with food companies, or in related roles supporting ecosystem markets or sustainable finance in an agriculture context,
- Understands the art and science of sparking diverse and inclusive collaborations that span a wide range of partners and priorities across the public and private sectors,
- Demonstrated ability to develop and present a cogent strategy and execute against it,
- Strong research, writing, and analytical capabilities, including the ability to distill and communicate complex issues concisely,

- Excellent verbal and written communication with a variety of audiences, able to credibly represent PACT with senior stakeholders,
- Self-starter who is comfortable working in a flexible environment where priorities can shift quickly,
- Strong ability to build rapport and feed and maintain critical relationships,
- Detail-oriented with strong project management skills,
- Strategic, proactive, and critical thinker who flourishes with minimal guidance,
- Willingness to perform duties across all aspects of PACT's grantmaking operations,
- Ability to travel up to 25% of the time,
- Passion for, and baseline knowledge of, social impact related to climate change and agriculture,
- Knowledge and interest of business, political, and policy environment and how it impacts potential partners' priorities, motivations, and needs, and
- Bachelor's degree or equivalent.

PACT actively seeks to expand Diversity, Equity, and Inclusion within our organization and through our work. We encourage people of color and candidates with diverse backgrounds, experiences, and perspectives to apply.

How to Apply: Please send a resume and cover letter to info@aq-climate.org with a subject line "Markets Program Director." Applications will be accepted on a rolling basis.

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