



Job Title: Regional Program Director – Latin America

Workband: E

Location: Remote based in Latin America

Team: The Regional Program Director – Latin America is a member of the programs team. In the present accountability structures, they are line managed by the Vice President of Programs while building and working in more collaborative ways.

About Global Greengrants Fund

Global Greengrants Fund is a leading funder of the world's grassroots environmental and climate justice movements. Since 1993, we have been growing our networks of activists, experts, donors, and leaders to provide these movements with the resources they need to work toward a healthy and just future.

Global Greengrants uses a variety of participatory grantmaking models to provide funding and other forms of support to grassroots groups around the world. We work with over 200 grantmaking advisors from around the world, all of whom are experts and activists, connected with the grassroots movements, issues, and challenges in the regions where they work. These advisors make grantmaking decisions as members of our organization's regional and thematic advisory boards, of local funds that grew organically out of advisory boards in the regions where we work, and of other organizations that share our mission and values. We strive, however, for our grantmaking to be a relationship rather than a unidirectional flow of resources. Relationships built on trust and shared learning are essential to the success of our grantmaking. Our advisors help the organizations they fund with mentoring and connections to larger movements and other institutions. By bringing back ideas and knowledge from grantees, advisors also help their colleagues and broader movements to work out new solutions to the problems that confront them.

Relationships that Shift Power

Global Greengrants supports grassroots movements, working to energize their transformational work for environmental and climate justice. While the impacts of environmental degradation and climate change are vast and varied, ranging from drought to pollution, to the unjust displacement of communities, they share a common source in extractive systems that dominate our global economy and concentrate power over land and resources in a limited number of actors. Environmental justice movements strive to shift power over land and natural resources back to the people who rely on those resources for their homes and livelihoods so that communities can ensure their long-term health and survival. When power and decision making is managed equitably, people and ecosystems thrive. Likewise, climate justice movements center those that have been most impacted by climate change as leaders in climate mitigation efforts, so that the climate solutions the world develops are equitable, inclusive, and meet the localized challenges faced by all communities. Grassroots environmental and climate justice movements are the forces that bring people together and build their collective power to do this work.

The next few years are pivotal for ensuring the conservation of our biodiversity, ensuring climate justice, and stopping the massive extinctions of plants, wildlife, and human beings. At the same time, we are experiencing the expansion of fundamentalism and authoritarian regimes that threaten human rights and civic spaces at an alarming rate worldwide. These imbalances are also contributing to an increased risk of more pandemics and other social, political, and economic crises. Despite these challenges, we are witnessing social movements strengthening, gaining ground, and building new alternatives, yet they are asking for strategic, equitable, and long-term support to ensure resiliency. Greengrants aims to answer this call.

In 2024, Global Greengrants Fund is amid a strategic journey in which we collectively center our values, including diversity, equity, and inclusion, and organizational care in our work, and to rediscover our identity and potential after 30 years of work. We have experienced tremendous growth over the past two years and we are thoughtfully, yet rapidly, growing our annual grantmaking, our philanthropic advocacy, and our global partnerships and collaborations to new levels. This includes creating a globally networked learning organization and transforming our organizational culture to be more collaborative and self-steering – we call this our transformative journey. The Regional Program Director needs to understand the challenges and opportunities that come with these transformations and be able to remain flexible, steady, and adaptable while inspiring the team through change processes.

Regional Program Director – Latin America

The Regional Program Director has a deep understanding of philanthropy and grantmaking in Latin America and the emergent safety and security needs for environmental defenders and activists both in the region and globally. They have a commitment to climate, environmental, and social justice grassroots movements and their importance in shifting social, political, and economic systems from ones that are vulnerable, unsustainable, and unjust, to ones that are resilient, sustainable, and equitable while providing holistic support to activists under threat.

Main Responsibilities

- Provide leadership and expertise for the operationalization of GGF's strategic plan to ensure achieving organizational outcomes from a regional perspective and where required globally; ensure that the programmatic work substantively and effectively advances strategic goals in Latin America, is highly relevant and responsive to the context of environmental and social justice movements in the region, and is aligned with organizational priorities and values.
- Oversee regional program strategy development, implementation, monitoring, and evaluation for GGF's program work in Latin America, ensuring our grantmaking process is robust, responsive, and aligned with GGF's values and strategy, that our work generates solutions and addresses challenges and opportunities of our regional networks, with a particular focus on environmental and social justice movements in Latin America.
- Build, manage, and maintain relationships with the regional network of advisors, regional movement actors, and relevant peer organizations in Latin America, to connect with and listen to the voices of the advisory network in guiding our

programmatic vision in alignment with GGF's overarching strategy as a network organization, including for safety and security issues. Work to build collaborations and partnerships to identify gaps and avail of opportunities in strengthening GGF's model of a learning organization.

- Oversee strategic development and implementation of global program strategies, projects, and initiatives as part of the overarching program strategy as required.
- Oversee strategic development and implementation of an integrated approach to providing holistic support to activists under threat, direct context-responsive operational mechanisms, and coordinate organizational approaches, strategies, and responses to safety and security needs.
- Contribute to ensuring strategic alignment, synergy, and cross-team integration among the programs team as well as across the development, communications, and other GGF teams as well as GGF's regional network of coordinators and advisors in their efforts to make an impact.
- Actively participate in the leadership of the organization, providing valued and solution-oriented input on critical problems, working with others to address programmatic, human resource, financial, and legislative issues as they arise to ensure that GGF is effective in achieving its desired outcomes as well as conducting itself as a strong and values aligned organization.
- Provide both strategic and operational advice to the Vice President of Programs, CEO, and ED GGF UK on GGF's work in regional programmatic areas.
- Support GGF staff in enhancing their capacities for planning, monitoring, and evaluation collaboration and distributed leadership and other general competencies critical for GGF's strong functioning.
- Drive a robust, meaningful learning agenda that facilitates continuous improvement in GGF's work and effectively contributes to environmental and social justice movement support.

More specifically:

1. Provide leadership and expertise for the operationalization of GGF's strategic plan from a regional programmatic perspective to ensure achieving organizational outcomes by ensuring that the programmatic work substantively and effectively advances strategic goals in Latin America and where required globally, is highly relevant and responsive to the context of environmental and social justice movements in the region and is aligned with organizational priorities and values.

- Actively participate in the leadership of the organization, providing valued and solution-oriented input on critical problems, working with others to address programmatic, human resource, financial, and legislative issues as they arise to ensure that GGF is effective in achieving its desired outcomes as well as undertaking itself as a strong and values aligned organization.
- Hold an overarching view of the regional program in Latin America and the work of the regional networks, and assess organizational needs to ensure that GGF systems are enabling the organization to deliver on its work and meet its accountabilities while staying true to its principles.

- Serve as the key regional program and impact strategist for GGF, providing guidance, support, and information to the Vice President of Programs, CEO, and ED GGF UK to inform strategic direction; serve as a thought partner to the Vice President of Programs, CEO and ED GGF UK in the regional program, regional grant-making and movement spaces and provide robust and detailed strategic political and movement support as relates to Latin America to the Vice President of Programs, CEO, and ED GGF UK when required.
- Lead in designing and deploying various organizational learning and development programs, tools, and change processes that facilitate improved organizational performance and strengthen GGF's practices as an intersectional grantmaking organization.
- Promote an organizational culture of accountability and continuous improvement that values learning.
- Advance GGF's strategic objectives by networking and sharing information with relevant external stakeholders (including grantees, coordinators and advisors, donors, feminist, environmental and social justice and/or human rights organizations, and other social justice actors) in different select spaces and regions of the world, with a particular focus on Latin America.
- Proactively identify, manage, and mitigate risks to the organization and its board members working closely with the Vice President of Programs and CEO.
- Represent GGF and participate in donor meetings, conferences, Board meetings, and special events as necessary and prepare and deliver public presentations, articles, and/or other media products as required to convey highlights coming out from the program work relating to Latin America, in line with the strategic objectives for external audiences.
- Lead strategic development and implementation of global program strategies, projects, and initiatives as part of the overarching program strategy as required.
- Contribute to developing and maintaining ways of working that facilitate strong cross-team interaction within the organization and the global network.
- Lead the transformation within own role and responsibilities, as needed for the organization and the team, towards developing a more collaborative program team.

2. Oversee regional strategy development, implementation, monitoring, and evaluation for GGF's program work in Latin America ensuring our grantmaking process is robust, responsive, and aligned with GGF's values and strategy, that our work generates solutions and addresses challenges and opportunities in the world of philanthropy with a particular focus on environmental and social justice movements in Latin America.

- Provide strategic vision, direction, guidance, and input to the work of the organization including in regional program strategy development and implementation and the development of systems and procedures to operationalize the work plan in alignment with the overall program and organizational strategic vision and priorities and the needs of the regional and global network, including:
 - Analyzing the grantmaking budgets and absorption capacity of the organization and the regional networks.
 - Scenario planning and strategy development for regional programmatic growth.

- o Ensuring regional program initiatives and pilots are embedded in organizational strategies and are done in collaboration with other areas of the organization, as well as delivered as planned.
 - o Overseeing the learning function and vision, including documenting effective and innovative small grants strategies and learning from and supporting the role of regional advisors' organizations and regional networks in supporting successful struggles.
 - o Collaborating with fundraising and development teams to ensure strategic alignment regarding fundraising and regional programmatic goals and objectives.
- Maintain active and broad external engagement to ensure awareness of social and environmental movement needs and opportunities, as well as a broad understanding of trends and needs in the GGF regional network of grantees, environmental justice, and philanthropic ecosystems in Latin America.
- Oversee research, design, implementation, and dissemination (including in partnerships with relevant research organizations) to advance regional programmatic strategic objectives in Latin America.
- Build, manage, and maintain relationships with the regional network of advisors, regional movement actors, and relevant peer organizations in Latin America, to connect with and listen to the voices of the advisory network in guiding our programmatic vision in alignment with GGF's overarching strategy as a network organization, including for safety and security issues. Work to build collaborations and partnerships to identify gaps and avail of opportunities in strengthening GGF's model of a learning organization.
- Oversee the provision of proactive, in-depth program analysis, to enhance the organization's leadership and Advisory Board impact, as well as the necessary management reports for the Latin America region; conduct regular planning, monitoring, and evaluation for the region in collaboration with GGF staff teams, Coordinators, and Advisors.
- Provide leadership to the organization in analyzing the feedback from the regional networks to understand their grantmaking strategies and in developing GGF's political positioning, and contribute to the development of GGF's global program and organizational strategies based on gathered regional intelligence and analysis.
- Ensure political and operational integration across the work of GGF and that of the Latin American regional Advisory Boards, maximizing opportunities for learning, thinking, and propositions.
- Support the growth of GGF program work and grantmaking, by overseeing all planning processes for regional program-related activities, ensuring that they are coordinated, addressing the needs of the network, meeting regional trends, and promoting GGF's mission.
- Work closely with the UK organization and the US programs team to integrate collaborations in programs and exchange information and other activities relevant to regional networks.
- Oversee the tracking of our grants progress in the Latin America region and lead the development of high-quality analysis of the results of our grantmaking and the work of our grantees in Latin America.

- Co-create tools and systems to support Advisory Boards to sharpen strategy, improve grantmaking, and increase efficiency.
- Contribute to the annual organizational budgeting process and ensure strong alignment with annual planning and GGF's defined strategic goals.
- Ensure adherence to approved budget and all internal financial policies and procedures, including timely submission of quarterly and annual budget and variance information.
- Contribute to the assessment, monitoring, and communicating of GGF's program work and practices to a variety of stakeholders, including the leadership team, the Board, funders, and GGF's global network partners.

3. Oversee strategic development and implementation of an integrated approach to providing holistic support to activists under threat, direct context-responsive operational mechanisms, and coordinate organizational approaches, strategies, and responses to safety and security needs.

- Provide strategic vision, direction, guidance, and input to the work of the organization relating to providing holistic support to environmental defenders and activists and lead the development and implementation of systems and procedures to operationalize the work plan in alignment with the overall program and organizational strategic vision and priorities and the needs of the regional and global network in areas of safety and security.
- Oversee and lead initiatives with staff, Global Greengrants' global advisory network, and external consultants for identifying emergent safety and security needs for environmental defenders and activists from the global network.
- Oversee the implementation of new processes and protocols to solidify the organizational approach to supporting environmental defenders. Work closely with the Director of Operations and Programs team in building an integrated approach to providing holistic support to activists under threat and in coordinating organizational approaches and strategies to answer safety and security needs.
- Stay informed and abreast of evolutions in the region and globally. This includes the acute changes and also long, contextual arcs of political, security, and economic situations in the region and globally.
- Developing a risk assessment and response protocol to address urgent security situations for our advisors and grantees that seeks to provide clear resources efficiently.
- Oversee the direct response to specific security incidents for our advisory network. This will include close communication with advisory network contacts and coordination of needs and responses among GGF staff.
- Ensure that enacted policies and procedures are followed in detail in all relevant processes for GGF's work.

4. Team mentoring, development, and support.

- Mentor and provide strategic direction to the program team who may be working remotely in multiple locations across multiple time zones.
- Contribute to ensuring the programs team can meet their day-to-day needs to reach their goals in alignment with the organizational vision.

- Mentor the team and individual members and aid in setting goals and milestones for success and professional evaluation, accountability, and growth.
- Provide strategic support to coordinators and ongoing coaching and mentoring in creating practices and collaborations to meet advisory board goals, reach program goals, and ensure program strategies are implemented.
- Create and ensure meeting goals and metrics for success are reflective of how we define progress within our strategic plan.
- Lead and integrate steps towards more collaboration and ensure the team has the tools, resources, support, guidance, and information they need to reach team goals and maintain a collaborative and trust-based environment.
- Contribute to the development of a high-quality team in the organization through participation in recruitment, evaluation, and career development.

Position Specifications

Essential Values and Competencies

- Commitment to the guiding principles, mission, and values of Global Greengrants Fund
- Commitment to a value-based intersectional framework and its implications for organizational practices and principles of anti-oppression
- Transparency and accountability
- Critical thinking and analysis
- Strategic risk management
- Build strong interpersonal relations from the role – across both the US and UK organizations (up, down, and across and externally)
- Influencing & resolving differences across boundaries
- Self-awareness and insight

Essential Knowledge, Skills, Abilities, and Experience

- Significant relevant experience in similar roles in Latin America in non-profit environmental, development, social/environmental justice, feminist, gender, human rights organization, philanthropy, movement building, grantmaking, and/or funding organization.
- Demonstrated experience in creating Latin American regional program strategies and operationalizing their implementation to address the needs of movements and how movements are supported by philanthropy.
- Strong familiarity with social and environmental justice movements in Latin America and relevant frameworks.
- Demonstrated knowledge of protection tools for nonprofits and grassroots organizations, including physical security, tech and digital security, and emergency support. Experience in developing safety and security protocols for environmental defenders.
- Expansive understanding of shrinking civic space, including threats, actors/perpetrators, mechanisms/ways in which attacks or strategies are employed, as well as effective and holistic solutions regionally and globally.

- Proven experience in program planning and implementation, operationalizing strategies to achieve priorities and goals, and change management with excellent organization skills and extensive experience in project and program management, ability to develop, monitor, and evaluate an operational plan with multiple projects, multiple deliverables, and deadlines, and ability to plan, organize, and lead the implementation of plans and processes.
- Demonstrated capacity to think strategically, innovatively, and analytically, with expertise in complex problem solving, decision making, and critical thinking skills; displays good judgment.
- Excellent interpersonal understanding, relationship building, and interpersonal skills to build strong alliances with diverse constituencies and manage complex politics, positioning, and relationships.
- Strong financial management acumen; knowledge of accounting procedures and protocols, budgeting, and financial analysis.
- Experience as a leader in ensuring the team meets programmatic milestones and can pivot activities when needed to address new contexts, with the ability to engage team members, build consensus, and build high-performance collaborative teams.
- Experience working with diverse communities from multiple identities across the globe, in a virtual environment.
- Fluency in English and Spanish; proficiency in other languages in the Latin America region preferred.
- Strong expertise in the use of various software and a high level of computer literacy (MS Office Suite, Google Apps, instant messaging, and virtual team collaboration software such as Trello, Zoom, Slack, Asana, and Raiser's Edge or other donor management systems)
- Ability to travel within the Latin America region, the US, and the rest of the world (approx. 8-10 weeks per year).

Personal Characteristics

- A transparent and adaptive leader with a commitment to lifelong learning and a drive to mentor, coach, and share leadership and who can intellectually drive the vision and ensure that there is space and opportunity for others to come along on its transformative journey while taking meaningful purpose-driven actions.
- Experience and skills to give, receive, and work with feedback constructively, with the intellectual and emotional resilience necessary to take up critical responsibilities for an international global organization.
- Articulate communicator, storyteller, and visionary.
- Demonstrated skills as a leader who guides wisely and compassionately through unknowns, motivating teams toward results and developing creative strategies to evolve and embrace new opportunities, while also being clear on which opportunities to pass on if they are not strategically aligned.
- Experience in complex human resource management; ability to work with a diverse and virtual team and engage team members, build consensus, and build high-performance teams.

- Able to innovate and navigate uncertainty and thrive in seeing and taking up opportunities in the context of the ongoing organizational transformative journey.
- Relevant lived experiences related to GGF's work and community in Latin America.

Desirable Knowledge, Skills, Abilities and Experience

- Experience in strengthening growing organizations.
- Experience of shared leadership models of work, and more collaborative, self-steering ways of working.