we’re seeking a passionate change agent
About Metropolitan Group

Metropolitan Group is a full-service, strategic and creative agency that builds the power of voice and resources of the people, organizations and communities that drive social change.

Since 1989, we’ve worked exclusively on behalf of social purpose, mission-driven organizations—some of the world’s leading nonprofits, foundations, public agencies and socially responsible businesses. We are a certified B Corp and have been recognized by the independent non-profit B Lab as being one of the top 10% of companies worldwide for social impact. Metropolitan Group has offices in Chicago, Portland, OR, San Francisco and Washington, D.C. and a sister company, Impacto Social Metropolitan Group, in Mexico City, Mexico.

We offer a range of services within integrated practices:

- Strategic Communication: stakeholder-engaged research, public will building, social marketing campaigns and impact branding.
- Multicultural Engagement: customized strategies and tools designed with cultural context, language nuance and literacy levels.
- Organizational Development: strategic planning, capacity building, training and technical assistance.

For more information visit metgroup.com.

Position Summary

Metropolitan Group seeks a senior staff member passionately committed to creating a more just and sustainable world through work at the intersection of environment, public health, and social justice.

This leader will work to expand MG’s presence in key markets for our services, including improving public engagement in natural resource management, communicating science to non-scientists, ensuring a just transition to a clean energy economy, promoting connection to the outdoors, strengthening use of clean public transportation systems and other initiatives.

The position works with a wide array of non-profit/non-governmental, public agency, foundation and socially responsible businesses when they’re ready to innovate and take a big leap forward and when they have significant opportunities to drive transformation and impact.

We work with our clients to define and refine their vision and strategies for the future; craft powerful brands, partnerships and campaigns to engage more people in important causes; and build leadership, workforce and organizational capacity to advance and sustain movements for the public good. This leader will lead significant projects in these areas of work and will serve as an account and relationship leader for multi-project clients.

The position plays an important role in driving MG’s overall growth in the environment and sustainability space. He/she/they has responsibility for advancing our thought leadership in the environmental field; nurturing dialogues amongst current and prospective environment clients about collaborative work together; and driving new business development with emphasis on expanding our relationships and work with state, national and global environmental and conservation organizations.

VP, ENVIRONMENT & SUSTAINABILITY

Join us to work at the intersection of environment, health and social justice.
JOIN OUR TEAM

VP, ENVIRONMENT & SUSTAINABILITY

General Responsibilities Include, But Not Limited To:

CLIENT SERVICES

• Provide expert consulting for strategy and planning, branding and messaging, partnership development, social impact campaigns, workforce and leadership development, culture change and other key initiatives.

• Provide strategic direction to MG teams working on accounts where you are the strategic lead.

• Add knowledge to teams working on specific environment and sustainability issues where technical experience is required (e.g. clean energy, multiple use management, corporate partnering).

• Nurture long-term client relationships, manage budgets and timelines, and provide oversight for project teams.

NEW BUSINESS DEVELOPMENT

• Cultivate new business on an ongoing basis that builds the agency’s new business development pipeline and that contributes to the overall Environment & Sustainability portfolio.

• Lead full process from relationship to close of new business with annual new and expanded contract expectations.

• Own a portfolio of current and recent client accounts with responsibility for developing and closing continued work together with other members of the account team an annual basis.

• Meet an individual new business development (NBD) goal as defined for your position annually.

• Strengthen the Environment & Sustainability marketing position by contributing to our thought leadership and business development toolbox (e.g. presenting at conferences, publications, volunteer leadership, compelling client case studies, etc.).

• Work with specific Environment & Sustainability team members to leverage their relationships in connection to particular client prospects.

LEADERSHIP & SUPPORT

• Build staff skills in specific areas of environmental work through mentoring, periodic lunch-and-learn trainings, sharing important news and thought pieces, etc.

• Provide high level consulting and provide clear and credible counsel.

• Participate in strategic planning for the overall well-being of the company.

• Meet an annual billable revenue goal.

• Serve as a member of MG senior staff team, providing ideas and input on strategic and creative challenges, assisting with project implementation, supporting internal projects and fulfilling other duties necessary for the success of the organization.
Qualifications, Skills & Experience

CLIENT SERVICES
- At least 15 years of experience in environmental conservation, with knowledge of climate change, natural resource management, and/or earth science.
- Knowledge of how to guide an organization and/or teams through the typical stages of major initiatives, planning and transformation processes.
- Persuasive written and verbal communication skills with the ability to write for diverse audiences ranging from scientists to the general public.
- Demonstrated track record of capacity building and helping organizations and/or clients gain skills, systems and other capacities that strengthen their organization and its efficacy.

NEW BUSINESS DEVELOPMENT
- Strong track record and skill at relationship-based marketing, ability to engage and build relationships, make introductions, generate leads, cultivate new business prospects, close and grow work and referrals.
- Ability to prepare and present winning proposals, and lead and close effective marketing meetings.
- Track record of achieving or exceeding goals in marketing, sales, partnership development and/or fundraising.

LEADERSHIP
- Executive presence with strong public speaking and thought leadership skills.
- Management experience with accounts/budgets of $500,000 and up.
- Strong multicultural engagement skills and commitment to equity, diversity and inclusion.
- Passion and interest in exploring the intersection of environment and sustainability, health and social justice issues.

Expectations
- Ability to manage others, and hold team members from every level of the agency accountable.
- Experience working with diverse communities is preferred.
- Bi-lingual or fluency in other language(s) is preferred but not required.
- Must be authorized to accept employment in the US.
- Provide high quality, professional project management services and expertise on multiple projects in a fast-paced agency.
- Have upbeat, creative and professional demeanor.
- Be a team player and excel at team-oriented problem solving.
- Demonstrate an excellent work ethic.
- Work effectively in a multicultural environment.
- Support and embody the organization’s values, goals and operating principles.
JOIN OUR TEAM

VP, ENVIRONMENT & SUSTAINABILITY

Benefits

• Employer-paid medical/vision insurance on first of the month following employment.

• Dental insurance paid at 50 percent by employer on first of the month following employment.

• Employer-paid life, short-term and long-term disability insurance plans available on the first of the month following employment.

• Monthly transportation and cell phone allowance.

• Charitable contribution match up to $100 per year.

• Incentive and bonus plan.

• Professional development program.

• Fifteen paid vacation days per year after first 90 days of employment, plus one additional day accrued for each year of employment (up to a total of 20 vacation days); one spiritual holiday of your choice.

• Five days of wellness leave available per year, accruable up to 20 days.

• One month (30 days) paid sabbatical eligibility after each seven years of continuous employment.


• MG to reimburse for work-related expenses (mileage at IRS rate).

• 401k Retirement Plan: You are eligible to participate in this program on the first calendar quarter after six months of full-time employment. As a participant, you may make tax-deferred contributions up to the maximum allowable amount into the plan. MG will make an annual contribution equal to three percent of your compensation while you are a participant in the plan.

Hours

Professional hours of 40 hours per week, as well as any additional time necessary depending on client deadlines and internal projects.

Compensation

Negotiable depending on experience, and commensurate with company compensation structure.

Reviews

After 90-day trial period: annual formal review, periodic/informal reviews and “check-ins” as needed or requested by either party.

Dress

Professional office attire.

Metropolitan Group has engaged Koya Leadership Partners to help in this hire. This search is being led by Liz Lombard and Turner Delano. Please submit a resume here or email Liz and Turner at the following:

Liz Lombard
Vice President
llombard@koyapartners.com

Turner Delano
Consultant
tdelano@koyapartners.com

Metropolitan Group does not discriminate on the basis of race, color, religion, ethnic or national origin, age, disability, gender, sexual orientation or other characteristic covered by law with regard to employment opportunities.

About Koya Leadership Partners

Koya Leadership Partners is a national retained executive search and human capital-consulting firm that works exclusively with nonprofits and social enterprises. We deliver measurable results, finding exceptionally talented people who truly fit the unique culture of our client organizations and ensuring that organizations have the resources and strategies to support them. For more information about Koya Leadership Partners, visit www.koyapartners.com.
Metropolitan Group crafts strategic and creative services that empower social purpose organizations to build a just and sustainable world.

metgroup.com