



SENIOR DIRECTOR

We're seeking a passionate change agent



Metropolitan Group

the power of voice



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About Metropolitan Group

Metropolitan Group **brings more than 33 years** of helping the world's change agents create social impact. We are 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. For more information visit www.metgroup.com.

We are a certified B Corp and have been recognized by the independent nonprofit B Lab as being one of the top 10 percent of companies worldwide for social impact. Metropolitan Group has offices in Chicago, Portland, Oregon, San Francisco and Washington, D.C., and a sister company, Impacto Social Metropolitan Group, in Mexico City, Mexico.

Recent Clients Include: NASA, U.S. Fish & Wildlife Service, U.S. EPA, USDA Forest Service, U.S. Geological Service, Robert Wood Johnson Foundation, Kresge Foundation, Ford Foundation, Environmental Defense Fund, The Nature Conservancy, Rockefeller Foundation, Earthjustice and many other social impact organizations.

We offer a range of services within integrated practices:

- **Organizational Strategy and Innovation:** Build visionary and actionable plans, support effective values-based organizational cultures, build capacity and skills—including equity, diversity and inclusion—facilitate implementation, and design evaluation and learning.
- **Strategic Communication:** Connect with people's core values to change narratives, build public will, and advocate for behavior, practice and policy change, brand social purpose organizations and promote new social norms.
- **Intercultural Engagement:** Ensure resonance in communication, enable stakeholders to discover shared values, and exchange ideas and craft solutions together to change systems, policies and practices that lead to a just and equitable world.

For more information visit www.metgroup.com.



Metropolitan Group crafts strategic and creative services to amplify the power of voice of change agents in building a just and sustainable world.

SENIOR DIRECTOR

Position Summary

MG is searching for an experienced partnership-builder and communicator with a passion for understanding planet Earth and contributing solutions to pressing challenges around climate science, creating resilient ecosystems and communities, and finding novel solutions to addressing the climate crisis.

The Senior Director will work on a team that focuses on developing, stewarding and communicating C-suite level public-private partnerships between federal government agencies and private sector entities in the NGO, philanthropy and for-profit sectors. Early emphasis will be to support work with one of the world's premier space and Earth exploration agencies, that leverages the unique power of science and technology to understand Earth as a system and advance solutions to pressing societal challenges globally. This individual will be part of many teams, including one that is helping to expand our client's reach and relationships around the world.

The needed candidate for this position is highly strategic, relationship-focused, science-driven, excited about technology, and passionate about the role of government in leading change globally.



General Responsibilities Will Include, But Not Be Limited To:

PARTNERSHIP AND RELATIONSHIP DEVELOPMENT

- Develop, manage and strengthen public-private partnerships by surfacing shared interests, distilling concrete opportunities to pursue together and developing and advancing agreements with clear expectations.
- Formalize and track partnership progress and overseeing measurement and evaluation to ascertain results and learning.
- Build high-performing teams that communicate and learn well together, share leadership and solve problems.
- Create multi-stakeholder coalitions that leverage the power of collective action and diversity to pursue solutions to global challenges.

COMMUNICATION AND CAPACITY-BUILDING

- Develop compelling multimedia communication products that convey the importance of scientific research priorities, discoveries, applications and related technologies.
- Build the capacity of others to communicate strategically, including training and coaching others in how to communicate science for different audiences—researchers, electees, science-inclined and the general public.
- Advance intercultural communication, including helping scientists and engineers engage more effectively with decision-makers and changemakers on the ground.

STRATEGIC, PROGRAM AND WORK PLANNING

- Advance strategic planning and program planning, including setting goals and objectives, strategy, tactics, budget, measurement and evaluation.
- Connect strategic and program planning to financial planning in order to clarify needed investments.
- Design detailed work plans that engage people with aligned interests and expertise, and provide the support needed for each team member to support quality work that delivers on time and on budget.

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Requirements

- 5 – 10 years of experience working with science-driven organizations in the public or private sector, potentially in a researcher, program officer, science writer or project manager capacity.
- Proven experience developing high-performing teams, partnerships and/or coalitions that create tangible and enduring outcomes.
- Excellent verbal and written communication skills.
- Strong analytical, facilitation, engagement, communication and budget management skills.
- Demonstrated ability in developing and managing diverse stakeholder relationships.
- Experience storytelling and writing for both science-inclined audiences and the general public.
- Availability to travel domestically and internationally (pending assessment of COVID-19 protocols and conditions).
- Ability to work independently and collaboratively.
- Bachelor's degree or higher or commensurate lived-experience preferred.
- Must be authorized to accept employment in the United States.

PREFERRED

- Experience working inside consulting agencies, government agencies, philanthropies, large corporations and/or science organizations preferred.
- Familiarity with scientific research method, remote sensing, big data systems, Artificial Intelligence and/or Machine Learning.

Expectations

- Provide high-quality, professional consulting services and expertise to clients, while leveraging the talents of the team.
- Be a team player and excel at team-oriented problem solving.
- Demonstrate an excellent work ethic.
- Contribute positively to the psychological safety of an intercultural environment.
- Support and embody MG values, goals and operating principles.
- Have an upbeat, creative and professional demeanor.

Hours

Professional hours of 40 – 45 hours per week, as well as any additional time necessary, depending on client deadlines and internal projects.

Compensation

The Senior Director is a full-time exempt position. The base starting salary for this position is \$70,000 per year, and is negotiable depending on experience and commensurate with MG/ISMG compensation structure.



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Benefits

- All employees are eligible for bonuses based on individual and company performance.
- MG has a profit share program and distributes 20 percent of profits to employees based on an allocation formula.
- Employer-paid medical/vision insurance on first of the month following employment start date.
- Dental insurance paid at 50 percent by employer on first of the month following employment start date.
- Employer-paid life, short-term and long-term disability insurance plans available on the first of the month following employment start date.
- Flexible Spending Account.
- Monthly transportation and cell phone allowance.
- Charitable contribution match of up to \$100 per year.
- 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 days total vacation days).
- Ten 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 paid holidays off: New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day, day after Thanksgiving, Christmas Day and one personal holiday of choice.
- MG to reimburse for work-related expenses (e.g., mileage at IRS rate).
- 401(k) 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 3 percent of your compensation while you are a participant in the plan.

Reviews

90-day review; 360 review after the first year of employment, and then every three years; annual plan in non-360 review years includes self-evaluation and supervisor evaluation. Periodic/informal reviews and "check-ins" as needed or requested by either party.

Equal Opportunity Employer

At Metropolitan Group, we know that diverse backgrounds, experiences and cultures strengthen our work and our workplace. We strive to create an intercultural workplace through greater recognition, understanding and appreciation of a broad range of differences among individuals and groups within society, and to incorporate an intercultural perspective in our work.

We encourage all applicants, irrespective of gender, race, religion, age, sexual orientation or gender identity, disability or other identities. We encourage candidates with less traditional backgrounds and experiences to apply—even if you don't believe you meet every requirement outlined above.

Application Information:

Send a cover letter and resume to JoinTheTeam@metgroup.com. Anticipated hire date will be in April 2022.



metgroup.com

Chicago
Mexico City
Portland
San Francisco
Washington, D.C.

STRATEGIC COMMUNICATION INTERCULTURAL ENGAGEMENT ORGANIZATIONAL STRATEGY AND INNOVATION

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