



VICE PRESIDENT

**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 mission-driven organizations, including many 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.

Recent Environment and Sustainability Clients Include:

NASA, U.S. Fish & Wildlife Service, U.S. EPA, USDA Forest Service, U.S. Geological Survey, Energy Foundation, The Kresge Foundation, Ford Foundation, Earthjustice, Environmental Defense Fund, The Nature Conservancy, The Rockefeller Foundation and many other social impact organizations.

We offer a range of services within integrated practices:

- **Organizational Strategy and Innovation:** Create visionary and actionable plans, grow values-based organizational cultures, build capacity, systems and skills—including around justice, equity, diversity and inclusion—and design evaluation and learning.
- **Strategic Communication:** Brand social purpose organizations and connect with people's core values to change narratives; build public will; advocate for behavior, practice and policy change; and promote new social norms.
- **Intercultural Engagement:** Ensure resonance in communication with cultural context at the forefront, enable diverse stakeholders to exchange ideas and discover shared interests, and craft solutions together across cultures to create a more just and sustainable 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.

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Position Summary

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

The vice president will specialize in a growing portfolio of work to create innovative public-private partnerships, advance organizational strategy and innovation in government, and transform environmental groups' individual and collective understanding of diversity, equity, inclusion and justice. A central part of the vice president's role will be to lead a large MG team that supports one of the world's premier space and Earth exploration agencies. In this role, they will have the opportunity to leverage the unique power of science and technology to advance understanding of Earth as a system and solutions to pressing societal challenges 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:

LEADERSHIP

- Build high-performing teams and supervise, mentor and grow employees and flexible staff in ways that deepen the bench strength for the Environment and Sustainability Focus Area and help staff achieve their goals for impact and advancement.
- Lead new business development efforts focused on taking early stage work with a wide array of new Environment and Sustainability clients to scale, and cultivating and recruiting strategic additions to the Environment and Sustainability client portfolio.

PARTNERSHIP AND RELATIONSHIP DEVELOPMENT

- Develop, strengthen and guide public-private partnerships by surfacing shared interests, distilling concrete opportunities to pursue together, and developing and advancing agreements with clear expectations.
- Formalize partnerships and oversee measurement and evaluation to ascertain results and learning.
- Build high-performing teams between our clients and their partners 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

- Lead development of compelling multimedia communication products that convey the importance of scientific research priorities, discoveries, applications and related technologies, and that communicate environmental and sustainability concepts.
- Build the capacity of others to communicate strategically, including training and coaching others in how to communicate science for different audiences—researchers, elected leaders, the 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.



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STRATEGIC, PROGRAM AND WORK PLANNING

- Advance strategic planning and program planning, including setting goals and objectives, strategy, tactics, budget, measurement and evaluation.
- Oversee senior directors and project managers charged with development of detailed work plans that result in quality work delivered on time and on budget.

Requirements

- At least 10 years of experience in the environment and sustainability sector, either in government, NGO, philanthropy or corporate sector, with strong analytical, facilitation and engagement skills.
- Passion for solving environment and sustainability challenges related to responding to climate change, managing natural resources, creating a clean energy economy, advancing environmental justice, etc.
- Proficiency in working with science-driven organizations, including basic understanding of Earth science, scientific research methods, culture of research institutions, basic knowledge of open science and citizen science.
- Proven ability to develop programs, including visioning, strategic planning and program development.
- Account management experience with accounts of at least \$500,000.
- Skilled at building relationships, teams, partnerships and coalitions, with the capacity to unearth shared interests, build consensus, etc.
- Basic knowledge of technology connected to big data, such as data integration platforms, remote sensing technologies, next generation computing environments (AI/ML), etc.
- Excellent communication skills, including strong persuasive writing, ability to translate science for varied audiences, basic understanding of visual communication, campaigns, etc.
- Ability to work independently and collaboratively.
- Availability to travel domestically and internationally (pending assessment of COVID-19 protocols and conditions).
- Bachelor's degree or higher or commensurate lived-experience preferred.
- Bilingual or fluency in other language(s) is preferred but not required.
- Must be authorized to accept employment in the United States.

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.

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 the organization's values, goals and operating principles.
- Have 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 vice president is a full-time exempt position. The base starting salary for this position is \$120,000 per year, plus profit share and incentives, 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. Employees are eligible after a full year of employment.
- Employer-paid medical/vision insurance on the first of the month following employment start date.
- Dental insurance paid at 50 percent by the employer on the 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 the first 90 days of employment, plus one additional day accrued for each year of employment (up to a total of 20 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 into the plan up to the maximum allowable amount. MG will make an annual contribution equal to 3 percent of your compensation while you are a participant in the plan.

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.

Application Information:

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



metgroup.com

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

STRATEGIC COMMUNICATION INTERCULTURAL ENGAGEMENT ORGANIZATIONAL STRATEGY AND INNOVATION

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

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Contract Holder
Contract GS-23F-0025R



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