

Philanthropy Fellow - Oceans and Climate (7398U), Haas
School of Business - 69947
University of California, Berkeley

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Posted Jul. 31, 2024, set to expire Nov. 4, 2024

Job Title	Philanthropy Fellow - Oceans and Climate (7398U), Haas School of Business - 69947
Department	
Institution	University of California, Berkeley Berkeley, California
Date Posted	Jul. 31, 2024
Application Deadline	Open until filled
Position Start Date	Available immediately
Job Categories	Research Scientist/Associate Post-Doc
Academic Field(s)	Marine/Freshwater Sciences Environmental Sciences/Ecology/Forestry Sciences - General
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Job Description

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About Berkeley

At the University of California, Berkeley, we are committed to creating a community that fosters equity of experience and opportunity, and ensures that students, faculty, and staff of all backgrounds feel safe, welcome and included. Our culture of openness, freedom and belonging make it a special place

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for students, faculty and staff.

The University of California, Berkeley, is one of the world's leading institutions of higher education, distinguished by its combination of internationally recognized academic and research excellence; the transformative opportunity it provides to a large and diverse student body; its public mission and commitment to equity and social justice; and its roots in the California experience, animated by such values as innovation, questioning the status quo, and respect for the environment and nature. Since its founding in 1868, Berkeley has fueled a perpetual renaissance, generating unparalleled intellectual, economic and social value in California, the United States and the world.

We are looking for equity-minded applicants who represent the full diversity of California and who demonstrate a sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds present in our community. When you join the team at Berkeley, you can expect to be part of an inclusive, innovative and equity-focused community that approaches higher education as a matter of social justice that requires broad collaboration among faculty, staff, students and community partners. In deciding whether to apply for a position at Berkeley, you are strongly encouraged to consider whether your values align with our [Guiding Values and Principles](#), our [Principles of Community](#), and our [Strategic Plan](#).

At UC Berkeley, we believe that learning is a fundamental part of working, and our goal is for everyone on the Berkeley campus to feel supported and equipped to realize their full potential. We actively support this by providing all of our staff employees with at least 80 hours (10 days) of paid time per year to engage in professional development activities. To find out more about how you can grow your career at UC Berkeley, visit grow.berkeley.edu.

Departmental Overview

UC Berkeley's Haas School of Business offers a unique opportunity to champion new ideas, collaborate across boundaries, and continually learn in a workplace committed to increasing diversity and creating a welcoming environment for all. Our distinctive culture is captured within our four [Defining Leadership Principles: Question the Status Quo, Confidence Without Attitude, Students Always, and Beyond Yourself](#). These principles distinguish Berkeley Haas as a unique environment, conducive to teamwork, collaboration, and career growth.

For more information about the Haas School of Business visit: <https://haas.berkeley.edu/about/>

About the David and Lucile Packard Foundation

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The David and Lucile Packard Foundation is where the Program Analyst will work. The Packard Foundation was established in 1964. David and Lucile Packard believed that along with universities, national institutions, community groups, youth agencies, family planning centers, and hospitals, foundations constitute a great American tradition that complements government efforts to focus on society's needs. The foundation's mission is to work with people and communities to create enduring solutions for just societies and a healthy, resilient natural world. Through a recent strategic planning process, the foundation identified three overarching, interdependent goals to guide the Foundation's work: Protect and Restore Our Natural World, Invest in Families and Communities, and Build Just Societies.

About the Ocean Initiative

The Ocean Initiative focuses on developing and implementing solutions that protect and restore ocean habitats and communities, achieve equitable and sustainable fisheries, end illegal fishing and human and worker rights abuses in seafood supply chains, and harness ocean-based climate solutions.

About the Global Climate Initiative

The Global Climate Initiative focuses on making standing forests more valuable than cut forests, changing national policies so that they result in forest protection, and supporting communities that are trying to keep their forests standing - all while delivering sustainable development and promoting an inclusive rural transformation.

About the Partnership

The UC Berkeley-Haas School of Business (through the Center for Social Sector Leadership) offers this unique fellowship in philanthropy at the David and Lucile Packard Foundation to provide next-generation leaders the opportunity to engage with philanthropic and nonprofit leaders and work with a grantmaking team serving diverse issues and populations in Environment and Science program.

The vision for this partnership is to strengthen the future of philanthropy and civil society by providing recent graduates from diverse disciplines and backgrounds a professional-level introduction to philanthropy and the nonprofit sector. The goals of the fellowship are to 1) introduce recent graduates to philanthropy and the role of nonprofits to strengthen their impact in a future career and 2) introduce the Foundation to fresh ideas, new skills, and diverse perspectives. The fellow will join a cohort of six other fellows at the Foundation working on families and communities, global reproductive health, civil society, and leadership, U.S. racial justice and democracy, rights and governance. There will be

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quarterly activities for the cohort of fellows.

The Haas School of Business embraces flexible working arrangements for its employees. Exact arrangements are determined in partnership with your supervisor to meet role responsibilities and department needs, and are subject to change.

Application Review Date

The First Review Date for this job is: 06/21/2024.

Responsibilities

The position will support the Ocean and Climate initiatives' monitoring, evaluation and learning, research, strategic planning, and grantmaking. This position will take day-to-day direction from the Ocean Director in close collaboration with the Global Climate initiative staff.

Involves analytical studies on a variety of policies, projects, programs and issues in support of a function, research initiative, program and/or organizational unit, or in research of new or changing systems and programs. Assists in policy and program planning, development, administration, management and implementation; interprets, monitors and analyzes information regarding policies and procedures and provides consultative services to department administrators and other stakeholders.

- Work with the foundation's Ocean and Climate teams on a range of activities, including conducting research and analysis on topics that can inform grant-making and strategy development, and contribute to the Foundation's understanding of its strategies and impact.
- Manage the monitoring, evaluation, and learning activities, in collaboration with Foundation program and evaluation staff as well as external consultants, including compiling grantee and field-level data aligned with the initiatives' monitoring plans.
- Contribute to grant portfolio reviews on an annual basis, compiling information across grantees to create consumable documents for Foundation leadership, Board and staff.
- Provide support to the Ocean and Climate teams on program meetings, field convenings, and site visits, including preparation of materials and management of follow-up actions stemming from those meetings.
- Interact with grantees, funding partners, and content experts as needed to complete assigned projects and represent the Foundation on Evaluation Advisory committees (FisheryProgress.org HRSRP, IUU Import Control Rules, Shorebirds Assessment, Agriculture Livelihoods & Conservation Evaluation), in funders collaboratives, at conference & events.
- Engage in both university and foundation communities and professional development

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opportunities related to the Program Analyst's work.

- Monitor and track progress on the Ocean initiative's Justice, Equity, Diversity and Inclusion plan.

Professional Learning and Growth

- Embraces the principle of being a "student always" by engaging in opportunities for training, workshops, seminars, continuing education pertinent to the position, or at the suggestion of the supervisor.
- Actively contributes to a team environment that fosters and promotes a culture of diversity, equity, inclusion, and belonging (DEIB) within the unit and at Haas.
- Engages in ongoing education to promote diversity, equity, inclusion & belonging by completing University sponsored certifications & training sessions (ie: MEP Workshop, Implicit Bias Certification, LinkedIn Learning workshops, and other workshops & seminars offered by the University or Haas, as they are made available) or by engaging in external seminars & resources related to DEIB.
- Exemplifies Haas' four Defining Leadership Principles: (1) Question the status quo; (2) Confidence without attitude; (3) Students always; and (4) Beyond yourself.

Required Qualifications

- Demonstrated strong research, analysis and evaluation skills.
- Outstanding oral and written communication skills, including the ability to structure analysis, synthesize, and deliver reports that clearly explain complex topics.
- Outstanding interpersonal skills and an ability to work effectively in a team setting.
- Demonstrated persuasive and respectful presentation skills to be used with internal leadership, external partners, and people from the communities the Foundation is working to reach.
- Demonstrated ability to apply judgment in ambiguous situations and effectively manage a portfolio of multiple projects.
- Strong commitment to increase diversity in the environment movement and in our own work, integrating justice and equity into the work we do, and ensuring an inclusive organizational culture.
- Willingness to travel
- Excellent interpersonal skills, demonstrating a desire to promote diversity, equity, inclusion and belonging to establish and maintain positive & professional working relationships with colleagues, students and team members.
- Exemplifies Haas' four Defining Leadership Principles: (1) Question the status quo; (2)

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- Demonstrates an understanding of and commitment to diversity, equity, inclusion, and belonging in a business, organization or public university setting.

Education/Training:

- Master's Degree in policy, business, environment or related sciences and/or equivalent experience/training.

Salary & Benefits

This is a 3yr, full-time (40 hours/week), contract appointment, eligible for UC benefits with the possibility of extension with continued funding. This is a monthly paid, exempt position.

For information on the comprehensive benefits package offered by the University, please visit the University of California's [Compensation & Benefits](#) website.

Under California law, the University of California, Berkeley is required to provide a reasonable estimate of the compensation range for this role and should not offer a salary outside of the range posted in this job announcement. This range takes into account the wide range of factors that are considered in making compensation decisions including but not limited to experience, skills, knowledge, abilities, education, licensure and certifications, analysis of internal equity, and other business and organizational needs. It is not typical for an individual to be offered a salary at or near the top of the range for a position. Salary offers are determined based on final candidate qualifications and experience.

The budgeted salary or hourly range that the University reasonably expects to pay for this position is \$85,000.00 - \$90,000.00.

How to Apply

- To apply, please submit your resume and cover letter.

Other Information

- This is not a visa opportunity

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Conviction History Background

This is a designated position requiring fingerprinting and a background check due to the nature of the job responsibilities. Berkeley does hire people with conviction histories and reviews information received in the context of the job responsibilities. The University reserves the right to make employment contingent upon successful completion of the background check.

Equal Employment Opportunity

The University of California is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or protected veteran status. For more information about your rights as an applicant, please see the [U.S. Equal Employment Opportunity Commission](#) poster.

The [University of California's Affirmative action policy](#).

The [University of California's Anti-Discrimination policy](#).

To apply, visit

https://careerspub.universityofcalifornia.edu/psc/ucb/EMPLOYEE/HRMS/c/HRS_HRAM_FL.HRS.CG_S



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Contact Information

Please reference Academickeys in your cover letter when
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Contact

N/A

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