ClimateWorks Foundation

Appointment of Chief Operating Officer

Appointment Details – November 2026

About ClimateWorks Foundation

ClimateWorks Foundation is a catalyst for accelerating climate progress, driving bold solutions that benefit people and the planet. We connect funders and implementing organizations worldwide to identify and scale transformative solutions across sectors and geographies, achieving faster, greater impact together. Since 2008, ClimateWorks has granted over $2 billion to more than 850 grantees across over 65 countries, working with over 80 funders. Last year, we secured nearly half a billion dollars in funding, a new record for the organization, and achieved new highs with over 1,001 grants, gifts, and programmatic contracts totaling nearly $380 million awarded to over 731 grantees based in 55 countries.

We have a fabulous team around the world, with over 230 staff dedicated to advancing our mission. Today, we have staff not just in the U.S., where we are based, but around the world, including Australia, Brazil, Canada, China, France, Indonesia, Kenya, Myanmar, the Netherlands, Nigeria, Peru, South Korea, Spain, Switzerland, and the UK.

Through data-driven insights and targeted strategies, we advance evidence-based solutions that drive lasting impact.

Insights and data: We harness data, research, and experience to shape high-impact solutions, working with funding and implementing partners to create lasting progress. We track philanthropic funding trends, identify solution gaps, and fund exploratory research to identify and grow innovative initiatives. From the funding landscape to new opportunities, our insights help shape high-impact philanthropic climate strategies and solutions.

Partnerships and collaborations: Collaboration is at the heart of everything we do. We connect funders and implementing partners to align and deliver resources where they matter most, and drive positive systemic change. Through partnerships and collaborations, ClimateWorks cultivates a dynamic learning environment and works with visionary leaders to drive effective and transformative outcomes for all.

Strategies and grantmaking: Grantmaking is more than funding — it's about unlocking finance and action at scale to drive profound impact. We work with partners to identify high-impact solutions, co-create strategies, and fund implementation around the world. Our approach activates the resources that propel solutions, accelerate progress, and transform the global response to the climate crisis.

We are researchers, strategists, collaborators, and grantmakers on a bold mission to help people worldwide thrive today and for generations to come. Through high-impact climate solutions, we work to protect the planet to realize a future that benefits everyone, everywhere. For more information, please visit www.climateworks.org.

What We Do

Reducing climate threats and creating climate solutions

Across borders and oceans, we collaborate with philanthropy and a worldwide network of partners to drive bold climate action. By focusing on reducing and removing the greenhouse gas emissions that fuel climate change, and building resilience and adapting to climate impacts, we collaborate to shape a thriving world today and for generations to come.

Our approach brings philanthropy and implementing partners together to co-create and deliver diverse solutions based on shared insights, lived experiences, data and analysis, and partnership. By blending proven strategies with innovative approaches, we collectively advance promising solutions that bring enduring impact.

We focus on the biggest levers for change to speed the transition to cleaner and more resilient energy, food, transportation, manufacturing, industrial systems, and more. What we do creates durable change by delivering tangible benefits for people, including stronger economies, better public health, and more rapid progress toward global development goals.

Job Description

The Opportunity

ClimateWorks Foundation is seeking an experienced and forward-thinking **Chief Operating Officer (COO)** to strengthen the organizational practices, systems, and infrastructure that enable ClimateWorks to work effectively and deliver on its mission. The COO will bring an organization-wide perspective to how our people, systems, and operations work together, ensuring that operational decisions and ways of working support both organizational effectiveness and our people and culture.

ClimateWorks has grown significantly in recent years, expanding the scale, global reach, and complexity of our work. At the same time, we are operating in a rapidly changing environment shaped by shifting political and geopolitical dynamics, evolving risks, and the opportunities and challenges presented by AI and emerging technologies. The COO will play an important role in helping ClimateWorks navigate this complexity, ensuring our people, systems, infrastructure, and ways of working are responsive to today's needs while positioning the organization to anticipate and prepare for the challenges and opportunities ahead.

The COO's portfolio will include **Human Resources, Information Systems & Technology (IS&T), Operations & Planning, Facilities, and enterprise risk management**. Working with the senior leaders of these functions, the COO will bring a cohesive approach across people, systems, and operations. In addition to this portfolio, the COO will have a broader organization-wide mandate to **strengthen operational effectiveness and coordination across functions**.

The COO will report to the CEO and serve as a member of ClimateWorks' Executive Team.

Key Responsibilities

Ensure Strong Organization-Wide Effectiveness

- Advance organization-wide operational effectiveness and efficiency, working across functions to simplify and improve systems, processes, services, and ways of working that support our people and culture and reduce unnecessary burdens on internal teams, grantees, and partners.
- Translate organizational priorities into practical operating approaches, ensuring implications for people, systems, capacity, risk, and execution are understood and addressed as ClimateWorks evolves.

- Identify and navigate cross-functional dependencies, challenges, and opportunities as ClimateWorks responds to evolving organizational needs and external conditions.

Connect People, Systems, and Operations

- Work with senior leaders across the COO portfolio to bring a cohesive approach to people, systems, operations, and infrastructure, supporting organizational effectiveness and the evolving needs of ClimateWorks.
- Ensure workforce, talent, leadership, culture, and employee experience considerations inform organization-wide priorities and operational decisions, connecting people strategy with how ClimateWorks grows and operates.
- Ensure technology priorities and investments align with broader organizational needs, including technology infrastructure, cybersecurity, data governance, systems integration, digital tools, and emerging technologies such as automation and AI.
- Ensure ClimateWorks has operational services, systems, and infrastructure to support its global footprint, coordinating across international offices and associated entities to address people, operational, governance, and risk requirements.
- Ensure an integrated approach to the operational model and infrastructure supporting incubation and hosting, bringing together people, systems, operations, governance, and risk considerations through transitions and potential spin-outs.

Advance Enterprise Risk Management

- Support the continued implementation and evolution of ClimateWorks' enterprise risk management framework, ensuring significant organizational risks are identified, assessed, and monitored consistently.
- Work across functions to maintain an organization-wide view of significant risks, ensuring clear accountability for their assessment, mitigation, and monitoring within the appropriate functions.
- Work closely with the CFO, General Counsel, and other relevant functional leaders to ensure strong coordination across financial, compliance, people, technology, cyber-security, operational, and other organizational risks.
- Ensure ClimateWorks maintains strong business continuity, crisis preparedness, and organizational resilience, in partnership with relevant functions.

Contribute as an Executive Leader

- Serve as an active member of the Executive Team, contributing to organizational strategy and priorities and ensuring people, operational, capacity, and risk considerations are incorporated into decision-making and planning.

- Partner closely with the CEO and other executive leaders on priorities and issues that cut across the organization, building relationships and collaboration to advance shared organizational priorities.
- Support the continued growth and effectiveness of senior leaders within the COO portfolio, build strong working relationships across the team and with others in ClimateWorks - fostering collaboration, accountability, and alignment across functions.
- Help ClimateWorks navigate growth and change with sound judgment, transparency, and an organization-wide perspective.

Person Specification

What We're Looking For

We are looking for a seasoned executive who combines strategic thinking, sound judgment, and a practical understanding of how complex organizations operate. The successful candidate will be comfortable navigating uncertainty and change, building trusted relationships, and working across functions and geographies to help ClimateWorks respond to today's challenges and prepare for what lies ahead.

They will bring:

- Significant senior leadership experience across complex organizational operations, systems, and infrastructure, ideally within a foundation, nonprofit, international, or similarly complex organization.
- Demonstrated experience managing experienced senior leaders across multiple functions, fostering collaboration and accountability while empowering them to lead their areas.
- Experience working effectively in matrixed organizations, building relationships and influencing decisions beyond formal reporting lines.
- Strong international experience, including navigating the operational and organizational complexities of working across multiple countries, offices, and associated entities.
- Strong technology fluency, with the ability to engage credibly on technology strategy, cybersecurity, data governance, automation, AI, and emerging technologies.
- Experience with enterprise risk management, organizational resilience, and navigating complex organizational arrangements, including incubation, hosting, and transitions.
- Strong judgment and the ability to bring clarity to complexity, balancing the need for structure and accountability with flexibility, adaptability, and practical solutions.
- An understanding of how people, culture, systems, and operations intersect, with the ability to bring these considerations into organization-wide decisions and ways of working.
- Demonstrated commitment to equity and fostering inclusive environments where diverse perspectives are valued and inform decision-making.
- Commitment to ClimateWorks' mission and values.

How to Apply

To apply, please submit a CV and covering letter, detailing how you fulfill the role description and personal specification to Perrett Laver's Vacancies page quoting reference **8756**. The deadline for applications is **Friday, December 11th, 2026**.

ClimateWorks Foundation is based in the San Francisco Financial District. This position is classified as global flexible. Successful candidates can work from the San Francisco office or from other locations, provided they can work effectively with a team that is global, but with a large base in the San Francisco area. ClimateWorks offers an excellent benefits package and a competitive salary that is commensurate with experience (geographic differential will be applied based on location). The target salary range for this role is $400K-$450K.

The selection committee will together review all candidates' applications and agree on a longlist for the role. Longlisted candidates will be invited to discuss the position with Perrett Laver in greater detail. The selection committee will subsequently meet to decide upon a final shortlist to be invited to the formal interview stage.

ClimateWorks Foundation is committed to building a team that reflects the global community our mission serves. Candidates from underrepresented backgrounds are encouraged to apply.

Culture

ClimateWorks' culture is rooted in our core values: collaboration, humility, curiosity, learning, and risk-taking. We come together around shared goals, draw strength from diverse perspectives, and face challenges with an open mind. We grow through experience and boldly experiment to drive meaningful impact in climate philanthropy. Together, we turn ambition into action—spotting big opportunities, convening people, and helping scale bold solutions.

As a globally distributed organization, ClimateWorks offers multiple opportunities each year for staff to meet in person, foster relationships, and enhance collaboration. Staff are expected to attend an in-town week in San Francisco, an all-staff retreat, and a department retreat annually.

ClimateWorks Foundation is an Equal Opportunity Employer

ClimateWorks Foundation is committed to the principles of equal employment opportunity and compliance with all federal, state, and local laws concerning employment discrimination, including the Americans with Disabilities Act. We make decisions about all aspects of our employment practices, without regard to race, color, age, national origin, religion, sexual orientation, gender, gender identity, marital status, sex (including childbirth, breastfeeding, and related medical conditions), pregnancy, uniform service member and veteran status,

citizenship status, disability, protected medical condition, genetic information, or any other status protected under applicable federal, state, or local laws.

As part of our commitment to centering diverse people and perspectives and providing equal opportunities, we ensure that individuals with disabilities are provided with reasonable accommodations. If a reasonable accommodation is needed to participate in the job application process, please note that in your application.

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerized database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

Perrett Laver is a Data Controller and a Data Processor, and our legal basis for processing your personal data is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please see our Privacy Policy.

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