

Role Specification

Vice President, Environment

The Pew Charitable Trusts



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Organization Background

The Pew Charitable Trusts uses data to make a difference. For more than 75 years, the organization has focused on serving the public, invigorating civic life, conducting nonpartisan research, advancing effective public policies and practices, and achieving tangible results. Through rigorous inquiry and knowledge sharing, Pew informs and engages public-spirited citizens and organizations, linking diverse interests to pursue common cause. The organization is a dedicated team of researchers, communicators, advocates, subject matter experts, and professionals working on some of today's big challenges – and with the knowledge that they are more effective and creative collectively than they are individually. With Philadelphia as its hometown and most of the staff located in Washington, DC, Pew's U.S. and international staff find working at the organization personally and professionally rewarding.

Wise stewardship of resources allows Pew employees to pursue work that strategically furthers the organization's mission in significant and measurable ways. Pew collaborates with a diverse range of philanthropic partners, public and private organizations, and concerned citizens who share the organization's interest in fact-based solutions and goal-driven initiatives to improve society. Pew attracts top talent, people of integrity who are service-oriented and willing to take on challenging assignments. The organization provides competitive pay and benefits, a healthy work-life balance, and a respectful and inclusive workplace. Pew employees are proud of their colleagues, proud of where they work, and proud of the institution's reputation.

For more information about Pew: [click here](#)

Environment Portfolio

For over 30 years, Pew has been a major force in engaging the public and policy makers on some of the world's most pressing environmental challenges. Pew's environment work spans all seven continents at local, national, and international levels to reduce the scope and severity of global environmental problems, such as climate change, the erosion of large natural ecosystems, and the destruction of the marine environment. Pew's global environmental program focuses on science-based, nonpartisan, and sustainable solutions to help protect the planet and people, working in partnership with governments, Indigenous rights holders, intergovernmental organizations, non-governmental organizations, local stakeholders, scientists, and other researchers.

Pew's oceans conservation program has historically been at the center of the institution's environment work, with efforts focused on ending overfishing, promoting ocean governance, and protecting fragile and biodiverse marine habitat. Pew expanded its efforts in 2005 to address broader systemic threats to the ocean, including from plastics, illegal fishing, seabed mining, and climate change. Since 1990, Pew has also worked on the ground in North America, South America, and Australia to protect large and critically important terrestrial ecosystems, including rivers and other freshwater resources.

The Pew Environment portfolio includes approximately 250 professionals in the US and around the world, in addition to a global network of partners and contractors. The portfolio has an annual operating budget of approximately \$70M, in addition to tens of millions of dollars in external funding and co-financing.

For more information about Pew's Environment Portfolio: [click here](#)

The Role

With its unique combination of driving impact through strategic policy engagement, science, and supporting partners to help achieve outcomes, Pew brings an unusual perspective and powerful approach to environment efforts. Pew is seeking a dynamic leader to help shape, influence and lead this multi-faceted environmental portfolio and oversee significant elements of Pew's environmental work. In collaboration with other leadership, the VP, Environment will have the mandate of providing guidance to existing initiatives as well as establishing new relationships and partnerships and launching new strategies and projects.

This leader will serve as a member of the Environment portfolio's senior leadership team and Pew's Leadership Team. The VP, Environment will engage both externally with partners and stakeholders as well as internally within the institution, providing leadership and direction to senior staff and teams and working cross-functionally across Pew.

Key Accountabilities

The VP, Environment will be responsible for:

- Developing new evidence-informed strategies and leading projects focused on ocean health; freshwater and land conservation; and addressing environmental threats, particularly climate change.
- Partnering with the SVP, Environment, and the other VP, Environment in developing overall portfolio strategy, determining programmatic trade-offs, and prioritizing work consistent with Pew's overall vision and goals.
- Contributing to broader institutional strategy and priority setting as a member of Pew's Leadership Team.
- Leading implementation of initiatives, ensuring strong program management, rightsholder and stakeholder engagement, and driving to clear metrics/outcomes.
- Establishing new relationships and partnerships, enabling the launch of new collaborations and projects.
- Cultivating and engaging with an external network of key players within business, governments, international organizations, NGOs and institutions, as well as philanthropists/donors to raise grants and co-funding.
- Managing the budget for key Pew-funded programs (including a combination of shorter two-to-three-year projects under five-year strategies as well as longer-term projects and partnerships); collaborating with the SVP to manage the portfolio-wide budget.
- Developing and mentoring the team, enabling diverse perspectives and high performance.

Team

The Vice President, Environment will manage several Senior Directors and will oversee project teams across the whole portfolio, varying in size from small, targeted efforts to larger global teams.

Role Location

This role is based in Washington, DC, with frequent travel – both domestic and international – expected.

Reporting To:



Tom Dillon
Senior Vice President, Environment

[LinkedIn](#)

Tom Dillon oversees Pew's environment portfolio and also works across Pew's program areas to advance shared priorities and new initiatives. The environment portfolio focuses on conserving ecosystems in the United States and around the world, and on addressing critical threats to people and nature such as climate change, plastic pollution, and illegal and overfishing. These efforts include Blue Nature Alliance, Pew Bertarelli Ocean Legacy, and Enduring Earth partnerships that are aimed at achieving the global goal of protecting 30% of lands, inland water, and coastal marine areas globally by 2030. They also comprise deep engagement and partnership with local and Indigenous communities, scientists, and policymakers

Before joining Pew, Tom was senior vice president at World Wildlife Fund (WWF), where he directed land, freshwater, and marine programs in the U.S. and abroad. He led WWF's initiative to establish, fund, and protect in perpetuity 150 million acres of the Brazilian Amazon. While living in Asia, he was a leader in creating WWF's Mekong program, which is focused on conservation in Cambodia, Laos, Myanmar, Thailand, and Vietnam.

Tom holds a bachelor's degree in literature from Lehigh University and a master's in environment studies from Yale University.



Candidate Profile

- Track record of developing and leading innovative, evidence-driven strategies and programs focused on at least 2 of 3 areas:
 - Ocean health;
 - Freshwater and land conservation; and
 - Addressing major threats to human health and the environment, including climate change, plastics, and pollution.
- Successful track record of cultivating and stewarding relationships with partners and donors, co-developing projects and large-scale initiatives, and leveraging diverse skill sets to deliver greater outcomes.
- Extensive international environment experience; strong inter-cultural fluency.
- Strategic and critical thinker; adept at integrating cross-cutting thematic areas into programs, while maintaining a portfolio-wide view.
- Fluent in engaging and influencing external audiences in a nonpartisan manner, and particularly decision-makers for policy change.
- Familiarity with DEI initiatives and journeys within organizations.
- Experience on a senior management team and ability to contribute to institutional priorities beyond own management mandate.
- Demonstrated ability to work effectively in a complex, matrixed and non-partisan organization operating globally.



Leadership Competencies



Shaping Strategy

The ideal candidate is a visionary who brings strategic and critical thinking, and who works from a broad, portfolio perspective rather than that of a particular project or area of work. They have a sophisticated understanding of environmental issues in the context of larger development and cultural agendas. They advance strategy effectively amid ambiguity and a fast pace of change; operate with a clear sense of purpose across complex institutions and settings; and possess an eye for opportunities and leverage points.



Influencing Collaboratively

This leader thrives in a complex environment that values collaboration, teamwork, and consensus-building. They showcase active listening, invite and blend a wide range of perspectives, and forge enduring partnerships that yield tangible outcomes. Their delivery of vital environmental messaging will resonate with and rally support from key leaders around the world.



Driving Results

This leader has a reputation for consistently delivering results that exceed expectations. They perform through adversity to uphold commitments, are motivated by ambitious challenges and objectives, and thrive when finding creative and innovative ways to overcome resistance. They bring energy and momentum to their work while staying poised under pressure.



Leading Teams

The ideal candidate guides teams with confidence and empathy. Their approach to decision-making values the exchange of viewpoints and unifies genuine support for a common vision. They have a sincere interest in the well-being and success of their people, which fosters an environment where meaningful relationships prosper. They have a passion for gathering talented people into teams and providing the development and inspiration necessary for extraordinary outcomes.

About Egon Zehnder

Egon Zehnder is the world's preeminent leadership consulting firm, sharing one goal: to help people and organizations transform. We know what great leaders can do and are passionate about delivering the best solutions for our clients. As One Firm, our more than 600+ Consultants in 69 offices and 40 countries combine our individual strengths to form one powerful collaborative team. We partner closely with public and private corporations, family-owned enterprises, and non-profit and government agencies to provide a comprehensive range of integrated services: Board advisory, CEO search and succession, executive search, executive assessment, leadership development and organizational transformation.

Our leadership solutions cover individual, team and organizational effectiveness, development and cultural transformation. We work with world-class partners including Mobius Executive Leadership, a transformational leadership development firm. In addition, we have partnered with Paradox Strategies, co-founded by Harvard University Professor Linda Hill, to develop the Innovation Quotient (IQ), a proprietary culture diagnostic.

Our goal is that the work we do contributes to successful careers, stronger companies – and a better world.

For more information, visit www.egonzehnder.com and follow us on [LinkedIn](#) and [Twitter](#).



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