



REQUEST FOR SCOUTS

Position: Scouts for the Climate Breakthrough Project – Located in Latin America and/or Brazil, Eastern Europe, East Asia, or India

Purpose: Identify, evaluate, and nominate promising candidates to be considered for the Climate Breakthrough Award within the geographies listed above.

About the Project: The [Climate Breakthrough Project](#) identifies, supports, and unleashes innovative leaders with powerful climate mitigation strategies. Each year, we select several outstanding individuals or small teams for a \$3 million award provided over three years to launch or scale a fast-paced climate mitigation strategy. Scouts are a key part of how Climate Breakthrough reaches beyond our current networks to identify and evaluate outstanding candidates for the award. Scouts conduct outreach to their networks about the award, identify promising candidates in their specific geography, conduct early vetting on potential nominees, and submit nominations to the Climate Breakthrough pipeline manager for further vetting.

Term: May 2021 – April 2022, approx. 1 day/month

Contract amount: USD \$5000

Preferred Qualifications

- Strong networks in one of the focal geographies (Brazil/Latin America, Eastern Europe, East Asia, India) and in one or more of the following areas:
 - Climate NGO community
 - Social change/movement building community
 - Government or policy networks focused on climate-related issues
 - Private-sector networks focused on climate-related issues
 - Other climate relevant issue areas such as energy, transportation, land-use, or climate finance
- Experience with candidate assessment (for example, via hiring processes, admission processes, award or fellowship programs, or some other due diligence process).

To Apply: To be considered for one of the scout positions, please fill out this google form by April 16, 2021: <https://forms.gle/71YL7irmZCfc9eZE6>.

SCOUT SCOPE OF WORK

STATEMENT OF PURPOSE:

The Climate Breakthrough Project scout network will help identify and evaluate individuals or teams with high potential to devise and execute strategies that, if successful, would represent a breakthrough contribution to mitigating climate change. Scouts are responsible for identifying, evaluating, and nominating promising candidates for the program's award who are driven, innovative, highly strategic, responsive to feedback, and have the capacity to inspire and lead internal and external stakeholders.

ABOUT CLIMATE BREAKTHROUGH PROJECT:

The Climate Breakthrough Project was created to launch breakthrough climate mitigation efforts by identifying, supporting, and unleashing innovative leaders with powerful strategies. We provide resources and support to people with strategies that have credible potential to result in climate change mitigation on a significant scale.

Our awardees' innovative work focuses on high-risk, high-reward efforts in social, behavior, economic, and policy change. At the time of selection, awardees will take time to develop their breakthrough strategy or explore and select among several ideas. Climate Breakthrough does not fund in a particular issue area, instead we care most about the potential scale of the idea and the pace at which it might achieve mitigation. The strategies our awardees pursue will, if successful, lead to tangible changes that reduce (or capture) global annual greenhouse gas emissions by hundreds of megatons of CO₂e within ten years. For most awardees, this means pursuing strategies that affect entire industries or countries and materially change the lives of millions of people. Climate Breakthrough is a global initiative: candidates for the award may be based anywhere in the world and they need not speak English.

Modeling our own practices on those of real-world institutions that have successfully driven innovation, we have three core steps in our funding practice: (1) identify world-class talent, (2) support leaders throughout their strategic development and implementation process, and (3) unleash successful projects by helping them get on a path to rapid scaling. Central to our work is sourcing and evaluating outstanding individuals or small teams with a proven track record and a big breakthrough idea for addressing climate change on a globally relevant scale. Climate Breakthrough selects 2-3 awardees each year and provides a multimillion dollar grant (\$3M) over three years to launch a new breakthrough strategy or scale an existing underfunded strategy with great potential for transformative change. We provide tailored support services to awardees throughout their time in the program to bolster the creation, launch, and scaling of their strategy. We look for leaders who have proven their ability to create and execute winning strategies and we look for ideas that could truly have a global impact in terms of reducing emissions.

This year, 2021, is our fifth year of grantmaking. We have made eleven large awards so far and we anticipate making three each in 2021 and 2022.

Our process for identifying and selecting awardees utilizes a network-driven approach, leveraging the networks and connections of scouts, partners, and collaborators to identify and recruit potential awardees on a rolling basis. Scouts are a key part of how Climate Breakthrough reaches beyond our current networks to identify and evaluate outstanding candidates for the award. Climate Breakthrough hopes to engage scouts that are connected to networks outside traditional philanthropy and connected to underrepresented communities. Scouts rotate – and each year we look forward to bringing in new perspectives.

SCOPE OF WORK:

Identify and evaluate strong nominees for the program.

Candidate sourcing

The primary objective of the Climate Breakthrough scout network is to find **high-quality** candidates rather than a large quantity of candidates. The scope of work focuses on time and effort invested in identifying and assessing potential nominees rather than requiring a specific number of candidate nominations.

Scouts will spend 90-100 hours (roughly one day a month) between April 2021 and March 2022 sourcing and vetting strong candidates and will submit nominations on a rolling basis. They are expected to engage in the following activities to fulfill their duties as scouts:

- Participate in an initial program briefing with the Climate Breakthrough pipeline manager to discuss key criteria for ideal candidates. The Climate Breakthrough team will be available throughout the duration of the contract to answer questions, give feedback, and provide additional information as needed.
- Check-in monthly with the Climate Breakthrough pipeline manager to report out on promising candidates, concerns, or questions related to sourcing and candidate evaluation. Engage in continuous learning with the Climate Breakthrough team to ensure scout candidate assessment is well calibrated with our own.
- Utilize a variety of approaches to identify potential candidates for the program.

Potential approaches can include (but are not limited to) the following:

- **Conduct direct outreach** to individuals, organizations, listservs, and other networks to solicit the names of possible candidates for the program.
- **Attend events** (virtual or in-person) of local, regional, national, or international convenings/meetings to network with potential candidates and individuals who can help identify strong candidates.

- **Use social media** to help promote the Climate Breakthrough Project and to identify potential candidates, linking with Climate Breakthrough's social media channels.
- Conduct initial candidate vetting, including the following:
 - Conducting interviews and reference checks with people and organizations familiar with a candidate's work to assess their fit for the program.
 - Speaking with candidates directly to assess interest, timing, potential strategy idea, and fit for the program.
 - Other research as necessary to assess the fit of the candidate for the program.
- Evaluate candidates in scout's geography identified by other members of the Climate Breakthrough team.
- Share frequently asked questions with the Climate Breakthrough team on a regular, rolling basis so that the program can devise useful answers and tailor future communication accordingly.
- Nominate strong leads for the program, using the Climate Breakthrough nomination form, and share any interview notes or other illuminating early vetting materials on the nominee with the Climate Breakthrough team. Participate in an interview with the Climate Breakthrough pipeline manager to discuss each nominee submitted for the program.
- Participate in a one-hour debrief session at the end of the 12-month contract with the program to capture lessons learned and best practices.

Resources: Climate Breakthrough will provide scouts with select materials to help get the search process underway. These include the following:

- Writeup on ideal candidate criteria
- 2-page writeup on the program
- Sample agenda and talking points for discussions with lead-generators
- Sample agenda and talking points for discussions with candidates

All materials will be provided in English, but Climate Breakthrough is happy to cover the costs of translating key materials into other languages as needed.

Scouts are welcome to generate additional promotional material or content needed for their efforts; any branded promotional material must be submitted to the Climate Breakthrough team for review prior to distribution. Scouts may also request specific materials from the program, which the Climate Breakthrough team may or may not provide.

Climate Breakthrough is happy to consider covering conference or event registration fees on an as-needed basis. To request that the program cover such fees, scouts should coordinate with the pipeline manager in advance of event registration.

The program is open to candidates who do not speak English. If scouts identify a strong candidate who would benefit from the use of a professional interpreter, the scout should reach out to a Climate Breakthrough team member to coordinate securing interpreter or translation services.

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Term of Contract:

May 2021–April 2022, approx. 1 day/month

Contract Award: \$5,000

Payment Schedule:

- 50% will be paid upon signing of the contract
- 50% will be paid at the conclusion of the contract