



The Campbell Foundation Program Officer

The Keith Campbell Foundation for the Environment is seeking to hire a Program Officer for its Chesapeake Program based in Annapolis, MD.

Overview

Founded in 1998, The Keith Campbell Foundation for the Environment (Foundation) is a family foundation that provides strategic funding to improve the condition of the Chesapeake Bay and California's coastal ocean ecosystem.

After nearly twenty years of grantmaking, the Chesapeake shows signs of stabilization. Healthy rockfish are abundant, new oyster aquaculture businesses are thriving, and submerged aquatic vegetation has proven its resilience. In recent years, that resilience has been on display as dry spring seasons have resulted in very dramatic improvements in the Bay's water quality and habitats.

Recently, the Campbell Foundation engaged in a strategic planning process. While the Foundation will continue to fund projects throughout the watershed, special emphasis will be placed on projects within two key geographies - Lancaster County, PA and the Delmarva Peninsula. Further, while the Foundation's support for traditional advocacy and environmental guardianship will continue to be supported, priority attention will be placed on addressing the remaining substantial non-point nutrient source challenges throughout the region.

The key outcomes from the strategic planning process, include:

- Community investment in driving 'no-net-pollution' development through participation in their municipal and community comprehensive planning processes.
- The founding and evolution of 360° stakeholder driven, consensus-based, problem-solving groups.
- Projects that leverage emerging consumer preferences and supply chain mechanisms
- Providing farmers with technical support for BMP implementation and nutrient efficiency utilizing USDA support, agricultural retailers, etc.

- Supporting agricultural and business leaders seeking to ‘get ahead’ of consumer preferences and to serve as examples that will ‘move the bar’ for their peers.
- Support that facilitates development of, and trials for promising new technologies and methods that help to limit or cleanse agricultural and urban/suburban runoff.

By focusing its resources on key geographic locations and bridging deeply carved “canyons of mistrust” among various stakeholders, the Foundation seeks to lead the way and complement existing efforts throughout the watershed to make a dramatic difference towards Bay restoration in the coming years.

For more information on the Keith Campbell Foundation for the Environment, please visit their website at www.campbellfoundation.org.

Program Officer

As one of two Chesapeake program officers, the Program Officer’s primary responsibility is to help to develop and implement a rural/agricultural grants portfolio that effectively advances the Foundation’s strategic goals within Lancaster, Pennsylvania and the Delmarva Peninsula. The Program Officer reports to the Program Director, and will work from the Foundation’s Chesapeake Program offices, in Annapolis, MD.

The broad goals and responsibilities of the Program Officer are:

Goals:

- Support the Program Director in all aspects of the implementation of the new strategic plan and the overall Chesapeake Program.
- Demonstrate outstanding professional relations with colleagues within the organization and with external constituents, serving as a substantive and reputational ambassador for the Foundation.
- Collaborate with grantees, partners, and grantmaking officers from other organizations in order to promote learning, exchange, and strategic partnerships.
- Actively engage grantees and key partners to facilitate efforts that will improve the Chesapeake’s water quality, while helping individuals and organizations achieve lasting, scalable impact.
- Regularly update and discuss emerging opportunities, challenges, and significant issues associated with grantees and grantmaking strategy with the Program Director and others in the Foundation.

Responsibilities:

- Contribute to the implementation of the Chesapeake Program's strategies through grant making and other strategic activities, e.g., encouraging productive partnerships, information sharing, etc.
- Develop grantmaking activities in a team-oriented context within a small office environment.
- Work with the Foundation's grantees to develop high quality and highly relevant proposals for grant recommendations.
- Manage a grants portfolio, including annual grant planning, undertaking periodic reviews of progress with grantees, performing grantee site visits, exercising critical financial review and narrative reporting from grantees, and reviewing and approving grant status reports.
- Work collaboratively with other team members to develop and implement program strategies that work in concert, or may involve grantee coordination across the rural/agriculture and urban/suburban portfolios, to maximize the return on investment of Campbell Foundation grants, as measured by tracking indicators.

The Program Officer should ideally possess the following professional qualifications and personal attributes:

Professional Qualifications:

- Demonstrated knowledge of market-based mechanisms for agriculture reform and other natural resource management experience.
- Demonstrated experience in program development including strategic planning, financial analysis, development of logic models and implementation plans built around outcome oriented performance measures.
- Intellectual agility and the ability to analyze, think critically, and understand emerging issues that are directly relevant to the Chesapeake Program.
- Excellent written and oral communication skills and the ability to work effectively with many different leaders (private sector, nonprofit, government, academic and community).
- Strong grasp of the full suite of Microsoft Office tools, including Word, Excel, PowerPoint and Outlook.

- Must be comfortable in a paperless, Mac /PC environment as well as the ability to quickly learn new software and the foundation's internal IT systems.
- Experienced user of grants management systems and other cloud-based software for project management, document processing and communications

Personal Attributes:

- Creativity and strategic vision, coupled with an ability to listen deeply to others and learn from their best ideas – a sense of inquisitiveness and intellectual curiosity.
- Ability to inspire trust, to link potential partners and to motivate team members to work well together.
- Unquestionable ethics and personal integrity.
- Comfortable serving in a family foundation and acting in accordance with values and mission of the Campbell Foundation.
- Ability to live within a 30-minute commuting radius of Annapolis/Eastport Maryland (21403 zip code).

Compensation

Compensation for the Program Officer includes a base salary plus a full package of employee and health benefits.

How to apply

Interested candidates should submit a resume and cover letter responding specifically to the experience and qualifications being sought to: Daniel Sherman, President, Explore Company at resumes@explorecompany.com. Refer to Campbell/PO in the subject line. No phone inquiries please.

The Campbell Foundation is committed to diversity and invites individuals who bring a diversity of culture, experience and ideas to apply.

All correspondence will remain confidential.