



Regen10 Program Director

Team: Practice Group

Reports to: Melissa Pinfield, Senior Partner

FLSA Status: Exempt

Salary Grade: 25

Location: Remote (USA or UK; other global locations possible); Dillon, CO; Washington, D.C.

Duration: Time-limited; through December 31, 2024

Primary Objective of Position

The Regen10 Program Director is highly skilled in designing and managing collaborative processes to address complex and controversial issues. This position leads and manages the Regen10 project in a manner that builds understanding and drives action through collaboration. The Regen10 Program Director will work with funders and partners to mobilize resources for currently unfunded activities, developing budget proposals and recommendations for future work phases. The Regen10 Program Director is expected to undertake international travel in support of their duties.

All Meridian positions require individuals to be self-starters with exceptionally strong written and verbal communication skills, a high level of organization, and attention to detail. Working at Meridian requires the ability to excel in a team environment and juggle multiple deadlines and project teams.

Essential Areas of Accountability

- **Lead the Regen10 Secretariat:** provide oversight, guidance, and mentoring to Secretariat staff in a way that supports a healthy, results-oriented team culture; ensure effective management of budget and workplans; respond to ideas and suggestions to improve coordination and communications between the different Regen10 workstreams and partners; ensure timely, high-quality reporting to Regen10 funders; and identify and secure additional resources to support the work of Regen10.
- **Maintain strong relationships with Regen10 funders and grow Regen10's funding base:** in addition to required reporting, provide regular updates to Regen10 funders and draw on their knowledge, networks, and aligned grant programs to support Regen10's objectives. The Regen10 Program Director will work with existing funders and partners to mobilize resources for currently unfunded activities and develop budget proposals and recommendations for Regen10's future phase of work.
- **Develop Regen10 as a global, multi-stakeholder collaboration platform:** strategically grow the network of Regen10 partner organizations, actively manage relationships with individual

partners, and facilitate their active participation in and contributions to Regen10; facilitate partner meetings retreats and other ad hoc meetings as appropriate; and review Regen10's engagement strategy and implementing new strategies and approaches in response to learning and feedback. The Regen10 Program Director will pay close attention to how the Regen10 platform reflects farmer-centricity and deep inclusion and ensure Regen10's work is guided by science and evidence-based approaches. They will also consider stakeholder engagement and power dynamics in keeping with Meridian's Justice, Equity, Diversity, and Inclusion (JEDI) principles.

- **Manage Regen10's broader governance framework:** solicit feedback and develop consensus around an appropriate governance framework for Regen10; implement the agreed approach, including establishing a Regen10 Steering Committee; and ensure Regen10's governance is fit-for-purpose and adapts as the initiative grows and evolves.
- **Represent Regen10 externally:** represent Regen10 at major global and regional events to raise awareness of Regen10's objectives and encourage participation in Regen10's work. External championing of Regen10 is a shared responsibility between the Regen10 Program Director with other Regen10 champions, including Regen10 Steering Committee members, Regen10 Partners, and other identified experts.
- **Develop and implement communications strategies and campaigns:** work with Regen10's strategic communications partner and the wider Regen10 network to develop campaign objectives, key messages, briefs, etc. The Regen10 Program Director may be expected to respond to media enquiries and provide background briefings to media in line with communications/campaign objectives. They will also identify other suitable Regen10 spokespersons to ensure a diverse range of voices/expertise to proactively and reactively communicate on behalf of Regen10.
- **Nurture a strong learning community:** work with Regen10's external monitoring, evaluation, and learning (MEL) partner and MEL working group to ensure Regen10 has an effective monitoring, learning, and evaluation plan in place; work with Regen10 partners to identify opportunities to iterate and support continuous learning, knowledge transfer, and sharing of experiences on issues relevant to Regen10's mission and objectives.
- **Build alignment around a longer-term vision and strategy for Regen10:** leverage new opportunities and building on Phase 1 learnings and key deliverables. This will be developed through a co-creation process that involves Regen10 partners, Steering Committee members, and inputs from wider networks of interested stakeholders. Recommendations could include potential changes to governance, institutional arrangements, and strategic priorities.

Knowledge and Skills Required

- A sustainability and/or regenerative agriculture leader with a proven track record in managing large, complex programs involving diverse partners.
- 15+ years of experience building partnerships on food, sustainable/regenerative agriculture, and related issues.

- A relevant advanced college degree or equivalent professional experience (e.g., agricultural sciences, environmental sciences, climate science, politics, or sustainable development); minimum of a bachelor's degree required.
- Demonstrated expertise in managing complex projects – from inception and resource coordination to final project delivery and close out – including budgets and contracts.
- Has a well-developed network of clients, partners, and other relationships beneficial to Regen10 and the ability to build and maintain trusted relationships with clients and other stakeholders.
- Demonstrated commitment justice, equity, diversity, inclusion; ability to work with people from diverse backgrounds with humility, ease, and enthusiasm.
- Demonstrated management and interpersonal skills for supporting junior staff and fostering their professional growth; self-identification as a consummate team player.
- Excellent written and oral communication skills, including effective communication across an array of audiences, accurate and efficient information synthesis, strong attention to detail, and the ability to ask skillful questions that guide project work.
- A high degree of proficiency with Microsoft 365 tools, including but not limited to: Outlook, Word, Excel, PowerPoint, Teams, OneNote, and SharePoint.
- Fluency in English; professional fluency in a foreign language is highly valued.

Additional Requirements

- Required to attend to business related to projects outside of normal working hours, due to the location and nature of the project.
- Required to travel domestically and internationally dependent upon project needs.
- Must be able to conduct themselves in a courteous and professional manner at all times.

Note: This job description is not intended to be an exhaustive list of all duties, responsibilities, or qualifications associated with the job.

Acknowledgement:

(employee)

(date)