



ISAACSON, MILLER
www.imsearch.com

**An Invitation to Apply for the Position of
Environment Program Officer**

The Heinz Endowments
Pittsburgh, PA

The Search

The Heinz Endowments, a Pittsburgh-based regional foundation working to help southwestern Pennsylvania thrive economically, ecologically, educationally and culturally, seeks a Program Officer for the Environment. Among the largest independent philanthropic organizations in the country, the Endowments approved over \$84 million in grants to nonprofit organizations in 2007. Using the Pittsburgh area as a laboratory for the development of solutions to challenges that are national in scope, The Heinz Endowments represents the legacy of company founder H.J. Heinz and generations of Heinz family members. This is an extraordinary opportunity to further develop a program that is nationally recognized for its innovation and impact, and to do so at an exciting time in the foundation's history.

The Environment Program Area awarded \$18 million in grants in 2006 and 2007. to frame a regional grant-making strategy that addresses environmental stewardship, sustainable development environmental health and ecosystem protection, in Pittsburgh, Allegheny County and the region. Activities address legacy issues such as contaminated brown fields and air pollution, policy issues such as poor land-use planning, and infrastructure issues such as a crumbling sewer system. Grants also support opportunities for technological innovation, such as projects that have helped the region become a leading green-building center in the United States.

Reporting to the Director of the Environment Program, the Program Officer participates in foundation-wide planning activities, determining needs, gaps and priority investment areas to improve long-term environmental quality and sustainability in southwestern Pennsylvania. The Program Officer also serves as a member of the Sustainable Innovation team, one of the Endowments' three Strategic Alliances that involve staff participation from across the five program areas. The Program Officer also serves as a member of the Civic Design Task Force and the Evaluation Working Group, both internal cross-program initiatives.

The position calls for demonstrated leadership and practical experience in one or more of the environment sub-themes. In particular, the Program Office must have knowledge of and experience with the connections between health and the environment. Intellectual agility, the proven capacity to work across sectors and constituencies, and strong communication and convening skills are essential attributes. The Program Officer must have passion for the foundation's purposes and a deep respect for the Heinz family's role and values. An understanding of public policy and of the role of the nonprofit community in driving social change is required.

The Heinz Endowments has enlisted the support of Isaacson, Miller in its search process. Please direct nominations, inquiries, and application materials in confidence to the search firm as indicated at the end of this document.

Background

The Heinz Endowments was formed from the Howard Heinz Endowment, established in 1941, and the Vira I. Heinz Endowment, established in 1986. The foundation's work is grounded in the legacy established by the two endowments from which it was formed, each the product of a family commitment to community that began with H. J. Heinz and continues to this day. Although the majority of giving is concentrated within southwestern Pennsylvania, the Endowments fund work wherever necessary, including statewide and nationally, to fulfill the mission of the founders.

H.J. Heinz's son, H. John Heinz III was elected to the U.S. House of Representatives in 1971, followed by three terms in the U.S. Senate, beginning in 1976. Senator Heinz assumed the chairmanship of the Howard Heinz Endowment upon his father's death in 1987. After his death in 1991, his wife Teresa Heinz assumed direction of the family's extensive philanthropic operations, undertaking a major reorganization designed to sharpen the foundations' strategic focus. She continues today as Chair of the Board of Directors, which also includes her three sons, H. John IV, Christopher and André.

Heralded by the *Utne Reader* in 1995 as one of 100 American visionaries, Mrs. Heinz has long been recognized as one of the nation's premier environmental leaders. In 1995, she announced one of the largest grants ever made to the environment, a \$20 million gift to create the H. John Heinz III Center for Science, Economics and the Environment in Washington, D.C., a unique attempt to bring together representatives of business, government, the scientific community and environmental groups to collaborate on the development of mutually acceptable, yet scientifically sound, environmental policies. In addition to serving on the Heinz Center's board, she was one of 10 representatives from non-governmental organizations attached to the U.S. delegation to the U.N. Conference on Environment and Development in Brazil in 1992. Since 1995, she has sponsored annual conferences on Women's Health and the Environment, bringing women together with

health, environmental and policy experts to learn how the environment impacts their daily lives.

The Heinz Endowments is widely respected as an entrepreneurial and strategic grantmaker whose influence reaches well beyond the dollars it grants in five areas: Arts & Culture, Children, Youth & Families; Education; Innovation Economy; and Environment. The five program areas collaborate on special initiatives intended to magnify the impact of the Endowments' investment in the region. Teams of staff members have pooled their expertise to craft strategies identified under the headings of Civic Design, Downtown Now, Pathways to Educational Excellence, and Sustainable Innovation. An overarching policy affecting all of these efforts calls for grant recipients to employ environmentally sensitive, or "green," practices and construction. At least 30 percent of the annual grants budget is diverted to the alliances' strategies, with the goal of achieving significant quality-of-life improvements in a much tighter time frame.

The Heinz Endowments seek to:

- *Help ignite and sustain a new era of regional transformation by facilitating demonstrable and exemplary progress in areas critical to the community's future.*
- *Have a material and systemic impact on the priorities defined by the program areas and strategic alliances.*
- *Be a national benchmark for foundation effectiveness, ethics, regional focus and general excellence in philanthropy.*
- *Promote the advancement of a sustainable, diverse and inclusive society.*
- *Preserve its ability to sustain its philanthropic impact over time by continuing the prudent and longstanding practice of living within its means and managing its assets for the long term.*

Governance, Organization and Finance

The Heinz Endowments is currently governed by a 15-member Board of Directors. The board is active, engaged, and takes its fiduciary and policy oversight role seriously. The Heinz Endowments' 32 staff members work from offices in downtown Pittsburgh. The organizational structure is relatively flat and non-bureaucratic and the foundation prides itself on its lean and efficient administration and fiscal discipline. In 2007, the Endowments had combined net assets of \$1.65 billion.

In 2007, the Endowments received approximately 769 funding requests and approved 471 grants. Heinz paid out 60,788,054 million for grants during that period. The average grant size was 179,000. In 2007, 13% of Heinz's grants (in dollars terms) were awarded in

Environment; 22% in Arts & Culture; 13% in Education; 34% in the Innovation Economy; 18% in Children, Youth & Families.

The Environment Program

The Environment Program promotes environmental quality and sustainable development by supporting efforts to eliminate waste, harness the power of the market and create an economy that promotes environmental and social justice. It supports efforts to reduce the damage currently being done by unsustainable practices, especially where people and nature are directly affected. This is especially important in cases where pollutants and toxins from damaged ecosystems disproportionately affect vulnerable and disenfranchised groups and threaten the health of future generations.

Once known globally for both industrial production and pollution, Pittsburgh went through several periods of redevelopment after World War II, but it also suffered a brutal economic downturn in the 1980s with the collapse of the steel industry and related manufacturing. As the Pittsburgh region continues to recover economically, it also has made more strides on the environmental cleaning and preservation front. That reality frames a regional grant-making strategy that includes addressing legacy issues resulting from the city's industrial history, as well as pressing policy and infrastructure issues. Increasingly staff is using the growing concern about global climate change as an additional from for grant making.

Goals of the Environment Program:

- Increase good environmental stewardship in the region at all levels and in all sectors. The program seeks to promote environmentally responsible land use, site development and building practices, and to facilitate the adoption of greener business, organizational and individual behaviors.

Actions:

- *Transform physical infrastructure and the built environment to become more sustainable.*
 - *Facilitate the adoption of green business practices and environmentally sustainable economic development.*
 - *Increase environmental stewardship in individual choices and behaviors.*
- Prevent human health problems linked to environmental factors. The program encourages greater public- and private-sector involvement in environmental protection and health.

Actions:

- *Reduce the production and use of substances harmful to human and ecological health.*
 - *Reduce human exposure to toxins in the built environment.*
 - *Increase the market for more environmentally friendly products.*
 - *Educate the public about its role and responsibility for improving its own health.*
- **Protect and restore ecosystem health.** The program works to protect biodiversity, water quality and landscapes. In cases where there is ecosystem damage, the program funds repair efforts.

Actions:

- *Protect and restore terrestrial and aquatic ecosystems.*
- *Improve land-use patterns that contribute to ecosystem degradation.*
- *Improve regional water, sewer and storm-water infrastructure.*

Sample Grants:

10,000 Friends of Pennsylvania

\$250,000 to support RenewPA, a statewide campaign built on the common interest of Pennsylvania's citizens to improve economic competitiveness and restore quality of life.

3 Rivers Wet Weather, Inc.

\$250,000 to help address sewage overflow problems in Allegheny County.

Clean Air Task Force

\$500,000 to support this Healthy School Bus Fund.

Allegheny Land Trust

\$170,000 to build capacity to implement the Strategic Plan including the Trust's "Greenprint," an agenda for regional conservation in southwestern Pennsylvania.

Green Building Alliance

\$300,000 to support green building and sustainable site development.

Breast Cancer Fund

\$10,000 to support costs affiliated with the latest commissioned report "The Falling Age of Puberty in the United States."

The program recognizes that a diversity of people and interests must participate in addressing environmental problems, and believes that “environmentalism” includes economic and social equity concerns.

Program Officer for the Environment

The core responsibility of the Program Officer for the Environment is to work constructively with applicants and grantees to ensure that the program’s grantmaking has a significant, measurable, and replicable impact that is aligned with the Endowments’ priorities. The Program Officer is expected to bring his or her own informed strategic perspective to the program, developing new areas of emphasis within program themes or deepening Heinz’s expertise within a particular niche.

While the Program Officer for the Environment will work on the broad range of issues and topics related to the goals of the Environment Program, the Program Officer’s primary responsibility will be a special focus on environmental health.

The Program Officer is also expected to contribute significantly to alliances with the other program areas, including the Civic Design Task Force and Sustainable Innovation teams. Collaboration among programs is encouraged through pooled funding and a culture of idea-sharing among program staff; the Program Officer will be expected to value and promote further efforts.

The Program Officer will be asked to prepare and deliver clear and accurate written and oral presentations concerning grant proposals and evaluations for internal review and board review, and bring an informed, engaged, and thoughtful perspective to discussions of projects and proposals across the program areas.

The Program Officer will work in close collaboration with the Program Director for the Environment Program to manage the grantmaking process. This includes review of grant proposals, site visits and due diligence, the development of selected large grants, strategic grant clusters and special initiatives, assessment of grant performance and program outcomes, and reports for the President and Board of Directors.

The broad objectives for the Program Officer are as follows:

- Manage on-going grant relationships with a wide range of environmental, community development, and environmental health organizations in the southwestern Pennsylvania area.

- Develop and implement a strategic and well-balanced grantmaking program. In partnership with the Program Director, President and Board of Directors, ensure that the program has integrity in itself and also informs and strengthens the foundation's programming as a whole.
- Focus particular attention on managing the environmental health grant making portfolio.
- Use appropriate evaluation tools and metrics to monitor the effectiveness of individual grants.
- Recognize and pursue opportunities for collaboration with other program areas within the Endowments.
- Remain current on best practices in the field and work to position the Environment Program as a community resource and thought-leader.
- Continue to pursue collaborations and partnerships regionally and nationally, and create leverage beyond actual funds awarded by working closely with other environmental grantmakers.
- Foster strong working relationships, a high level of mutual trust, and effective channels of communication. Set and communicate clear and consistent goals and standards and encourage both creativity and rigor. Participate in program and organization-wide strategic planning processes.
- Further inspire and promote Heinz' role as a model foundation which focuses on addressing challenges in southwestern Pennsylvania to build solutions for the wider world.

Qualifications and Experience

This is an outstanding opportunity for a seasoned, visionary, passionate leader in the environmental field to join one of the premier foundations in the country. The position requires confidence and creative vision, outstanding communication skills, and a passion for addressing and solving some of the most critical and complex issues of our time. The successful candidate will need to bring a clear understanding of and commitment to the foundation's purpose and values.

For this pivotal role, the foundation seeks a leader with demonstrated and sustained commitment to work in the environmental field. This experience may come from the nonprofit, private or public sectors. A breadth of experience is preferred over a narrow,

specialist role. Targeted work experience in environmental health is expected. A strong interest in and grasp of public policy is important, as is an understanding of the role of the nonprofit community in driving social change.

The Program Officer should be energized at the prospect of working with an active board that values its involvement and oversight role. At the same time, the foundation seeks a Program Officer who will want to see the imprint of his or her own leadership on the activities and direction of the program, and who will have the intelligence, grace, flexibility, and self-confidence to work effectively with board and staff at this exciting time of transition.

The Program Officer must embrace the values of the Heinz family legacy, including service, honesty, compassion, and high standards of excellence.

The qualifications of an ideal candidate include:

- Substantive knowledge of environmental health and at minimum, 8-10 years of relevant experience in work related to a broad array on environmental issues. Experience translating knowledge and theory into action, at a practical level. Experience reporting to a board and managing a budget or portfolio would be valuable.
- Excellent intellectual abilities and analytic skills. A lifelong learner with curiosity, sound judgment, and the ability to see connections and bridge gaps.
- The highest level of personal and professional integrity and a reputation for a balanced, non-ideological approach. A willingness to challenge conventional thinking coupled with the ability to collaborate effectively, listen well, and encourage dialogue.
- Strong written and oral communication skills.
- Comfort with and appreciation for the full range of Heinz's grantmaking, and a capacity and willingness to contribute to lively discussions across the program areas.
- Deep respect for the grantee community and for the importance of its strong partnership with the foundation. Enthusiasm for building bridges between and among a range of stakeholders.
- An outgoing, open, and optimistic personality. Outstanding interpersonal skills. A flexible, energetic team player who contributes to a strong sense of community among staff and board.
- A graduate degree in a relevant field, particularly related to science, would be an asset.



To Apply

The Heinz Endowments is working with the firm of Isaacson, Miller to assist in identifying and reviewing candidates for this position. Inquiries, nominations and applications may be directed in confidence to the search firm:

David A. Haley Vice President & Director *or*
Allison Kupfer, Senior Associate
Isaacson, Miller, Inc.
334 Boylston Street
Boston, MA 02116
617.262.6500
3629@imsearch.com

**Electronic submission of materials is strongly encouraged.
Candidates should submit a resume and a one- to two-page cover letter.**

*The Heinz Endowments is committed to inclusiveness and diversity
and welcomes a diverse pool of candidates in this search.*