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Gaia Human Capital Consultants Retained Executive Search:

Corus International: Managing Director, Corus Climate Works Initiative

Corus International has retained Gaia Human Capital Consultants, Executive Search Consultants to assist in the national executive search for an entrepreneurial, innovative, motivated and socially conscious leader to launch and lead the incubation of the Corus Climate Works Initiative. With the aim of developing an independent and successful entity in the future, the Managing Director of Corus' Climate Works Initiative will play an integral role in creating an independent entity as part of the Corus family.

Summary Overview:

Location: Washington, D.C. or Baltimore, MD.

Reporting Structure: Executive Vice President, Impact and Partnership

The Organization - Corus International:

Founded in 2019 and headquartered in Washington, DC and Baltimore, MD, Corus International draws on a combined heritage of nearly 150 years, connecting and catalyzing non-profit and for-profit subsidiaries. Corus International leads an ensemble of social impact organizations with more than 700 staff located worldwide and a diverse funding base of approximately \$150 million per annum, Corus is a dynamic and growing organization. Corus works in the world's most fragile settings to deliver the holistic and lasting solutions needed to overcome the interconnected challenges of poverty, health care access and climate change.

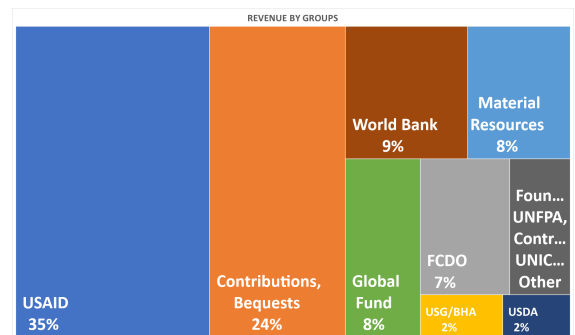
In living out this mission to create a new type of international NGO, Corus seeks to align itself with several key values: Agile, Interconnected, Disruptive, and Inclusive.

Corus is a new model in the international space, creating a consortium of specialized non-profit and for-profit entities for greater impact. Long-time partner INGOs, Lutheran World Relief (LWR) and IMA World Health (IMA) launched Corus International to spearhead new collaborations and innovations across the global development, aid, public health, and private sectors that achieve transformational change and build self-reliance.

Corus' subsidiary organizations - LWR, IMA, CGA Technologies (CGAT), Ground Up Investing, and Farmers Market Brand - combine over 150 years of experience. Together, the organizations take a systematic approach to grow rural economies, eliminate extreme poverty, ensure access to quality healthcare, and respond to urgent humanitarian needs in fragile settings.

Alongside communities and local partners in fragile settings, and with the support of Corus's diverse set of partners and funding, Corus International invests in solutions that are innovative, scalable, holistic and move the needle towards transformational. Together, the organizations take a systematic approach to grow rural economies, eliminate extreme poverty, ensure access to quality healthcare, and respond to urgent humanitarian needs in fragile settings. Currently they are identifying a partner in the environmental space to bring into the corporate family.

Corus International, a family of long serving, global leaders in international development and humanitarian assistance is committed to ending poverty and building healthy communities across Asia, Latin America and the Caribbean, the Middle East, and Africa, is not new to working on the global climate crisis. The organization has offices in 21 countries and has integrated environment and climate sensitive work in many of its programs.



## What will Corus as an INGO of the Future look like?

- **Shift from charity to business mentality** – From non-profit to a social impact organization
- **Power dynamic shift** – clients vs. beneficiaries
- **Diversified revenue model** – including significant earned income vs grants and donations
- **Stronger role as international ‘connector’ and ‘convenor’**
  - voice of marginalized in global political and economic system
  - builder of public-private consortia to address problems with comprehensive solutions
- **Supporting real relationships and understanding across continents** – bringing stories of people and communities to life and supporting two-way engagement across continents
- **Sophisticated and capable of operating in fragile and conflicted environments** and bringing new and contextually appropriate technologies, innovations and holistic program design expertise to the table led by local voices

### Compounding crises: The challenges of climate change

Corus International is committed to significantly scaling up its work in climate change adaptation and mitigation. Corus is seeking an entrepreneurial, innovative and motivated leader to join as the Managing Director, Climate Works Initiative and lead the incubation of the Corus Climate Works Initiative. With the aim of developing an independent and successful entity in the future, this individual must be an innovative and strong leader, a good communicator and a confident and goal-oriented executive who is able to manage different phases of a project and create a platform from the ground up.

*“The Corus International family of organizations actively responds to humanitarian crises that are layered onto and exacerbated by the existing climate crisis. It is our responsibility to continue to address both mitigation - to lessen our contribution to and help reduce emissions - as well as adaptation – to help affected communities adjust livelihoods and ecosystems. Corus organizations across sectors are working with local partners on projects that can sustain benefits over time and be resilient in the face of ongoing shocks from climate change.”*

### Managing Director, Corus Climate Works

Corus International requires a highly talented, entrepreneurial, innovative, socially conscious and motivated leader to become the Managing Director, Climate Works Initiative. This individual will have leadership experience in the issues resulting from climate change and collaborating with governments and the private sector and, will have worked with the international development community in addressing poverty and social inequities through climate change interventions.

The Managing Director, Climate Works Initiative will report directly to the Executive Vice President Impact and Partnership and collaborate with a broad set of team members to ensure the development and implementation of the Corus Climate Works Initiative.

- Position Corus International within the rapidly evolving world of climate change adaptation and mitigation.
- The Corus Climate Works Initiative aims to align with the private sector and coordinate with other Corus International programs related to climate adaptation and mitigation.
- Play an integral role in creating an independent entity as part of the Corus family, and developing and executing the business model.
- Deepen and scale technical approaches in climate adaptation and mitigation in our overseas development and humanitarian programming, building on existing work in small-scale agriculture, rural livelihoods, agroforestry, water and soil management, and actively leading Corus’s work in carbon markets.

#### **Leadership:**

- Develop a strategic plan and vision for the Corus Climate Works Initiative and develop refinements and a roadmap for execution;
- Collaborate with Corus leadership, senior staff to implement strategic initiatives to achieve business objectives;

- Strengthen integration of the Corus Climate Works Initiative within development programs and Corus' subsidiaries;
- Foster strong relationships between the Corus Climate Works Initiative and Corus family (all departments and subsidiaries), as well as with different hierarchic levels inside the organization;
- Identify risks and opportunities within the organization and environment to protect business interests;
- Develop partnerships with relevant external stakeholders, represent the Corus Climate Works Initiative at corporate and social events to strengthen the brand and communicate the company's message;
- Broaden policy-related efforts to identify and advocate for ways in which donors and practitioners can evolve to attain better development outcomes simultaneous to addressing climate change;

#### **Program Management:**

- Monitor the operations and ensure business practices comply with regulatory and legal requirements;
- Deliver superior and consistent project management skills for cross-functional team projects;

#### **Key Competencies:**

- Entrepreneurial and self-starter, requiring little direction;
- Proven track record of turning plans and vision into action and execution;
- International experience, with preference in the non-profit sector;
- Experience managing and working within complex organizational structures, and multiple donors;
- Strong critical thinking, communication, and facilitation skills; compassionate and articulate speaking skills;
- Ability to create comprehensive strategies and plans in complex, multi-faceted settings and a keen awareness of and connections in this sector;
- Ability to partner with the CEO and executive peers to craft the organization's unique purpose, based on the broader business strategy and social context, and a culture that will deliver on that purpose for end recipients;
- Extensive experience of work at the intersection of the climate change with extreme poverty, migration and health, in the development and humanitarian context;
- Knowledge of carbon financing markets and ability to forge private sector relationships;
- Experience in climate adaptation. Experience in climate smart agriculture a plus;
- Strong interpersonal and leadership skills leading staff and being part of a team-oriented culture;
- Some familiarity in working with institutional donors, such as USAID, FCDO, World Bank and UN system and foundations, with contracts, grants, and cooperative agreements;
- Strong ability to work in Excel, PowerPoint and Word required, familiarity with SharePoint;
- Superb communications skills, excellent English, preferred Spanish or French proficiency;
- Demonstrated experience working with a multicultural workforce with sensitivity and appreciation of cultural differences.

#### **Education & Experience:**

- Bachelor's degree and Master's degree in STEM (Science, Technology, Engineering & Math).
- 12+ years of professional experience in international development or international environment space with at least 5 years of experience related to the global climate crises. Knowledge of carbon markets is preferred and demonstrated understanding of ESG reporting particularly in the agribusiness and development sector.
- Successful entrepreneurial and fundraising experience demonstrating a past history of innovative development, increased revenues, rapid growth and impact.

#### **The initial success of the Managing Director role is measured by the following:**

- Strengthen Corus' positioning in the climate space as it relates to broader development objectives in addressing poverty, health and humanitarian response, as well as climate;
- Define and market Corus' value proposition in the climate space to scale Corus' climate work and generate new sources of revenue;
- Create the Corus Climate Works Initiative strategy, including the business plan launching a new organization within the Corus family;
- Create financially viable opportunities to participate in the emerging voluntary carbon market.

**Working Conditions, Travel and Environment:**

- Corus has a hybrid work policy, allowing 50 percent of work to be done remotely;
- Willingness to travel 25% or more annually, including overseas;
- Commitment to the faith-based nature of Corus International; ability to articulate that core value to audiences;
- The Managing Director must be able to travel as required for standard domestic and international business purposes. While performing the duties of this job in different locations, the employee may be exposed to precarious settings under high security risks and/or very basic living conditions and extreme weather conditions, as well as to infectious diseases.

**Expressing Interest:**

[Gaia Human Capital Consultants](#) a retained executive search consulting firm, highly focused in the Climate-tech, Cleantech, Decarbonization, ESG and sustainability industries, has been exclusively retained to assist Corus International this executive search engagement. Leading this search is [Dawn Dzurilla](#) and [Zoe Van Schyndel](#), Partners at Gaia Human Capital Consultants.

To make recommendations or to express your interest, please email at [dawnd@gaiahumancapital.com](mailto:dawnd@gaiahumancapital.com). All inquiries and discussions will be considered strictly confidential. Gaia Human Capital Consultants and Corus International are equal opportunity, affirmative action employers and are firmly committed to a policy against discrimination based on age, sex, race, religious creed, sexual orientation, sexual identity, disability or ethnic or national origin.

To express interest in Corus International's Managing Director of Corus Climate Works Initiative opportunity, please contact either:

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