

DSG | Koya



Ceres
Chief Network Officer
Remote



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About Ceres

Ceres is a nonprofit organization working with the most influential capital market leaders to solve the world's greatest sustainability challenges. Through our powerful networks and global collaborations of investors, companies, and nonprofits, we drive action and inspire equitable market-based and policy solutions throughout the economy.

Here at Ceres, we value integrity, equity, belonging, compassion, and respect. We demonstrate those values through how we communicate and collaborate with our colleagues and external partners and embody them in our decision making and advocacy efforts to create a more just and sustainable future.

For more information about Ceres, please visit our website at www.ceres.org.

The Chief Network Officer Opportunity

The Chief Network Officer (CNO) will oversee all aspects of the organization's [Investor Network](#), [Policy Network](#), and [Company Network](#) initiatives, leading and overseeing strategic planning, management systems, operations, program implementation, and business development.

The Ceres Networks, made up of 100+ major corporations and 150+ investors across North America drive much of Ceres' work. Ceres' staff work with corporate and investor members to develop public positions related to climate and sustainability, economic analysis, and thought leadership on state and federal regulatory, policy, and workplace practices.

The CNO is responsible for leading a team of subject matter experts across diverse disciplines and implementing effective strategies, initiatives, fee for service models, and campaigns that increase membership and network activity to advance Ceres' mission. The CNO will ensure regular evaluation, outcome and impact measurement, and communication across Ceres' networks. The CNO will interface with outside organizations and assist with planning and executing our fundraising efforts. The CNO will also manage special projects to grow or enhance initiatives and membership priorities.

This full-time, remote position will serve as a member of the Executive Team (ET) and will be a strong collaborative partner to other members of leadership. The position reports to the President & CEO, who is based in Boston. *The CNO will travel to the Boston office quarterly with domestic and periodic international travel for in-person events and meetings.*

Key Responsibilities for the Chief Network Officer include:

Strategy & Operations

- Help drive Ceres' programmatic strategic plan ensuring goals across networks (Investor, Policy, Company) are aligned to Ceres' overall organizational strategic plan and budget and are best positioned for development proposals.
- Provide strategic leadership for business development initiatives, from opportunity identification through goal achievement, while mentoring team members and stakeholders.
- Oversee the coordination, integration, and delivery of services and related member activities, promoting collaborative relationships across the organization and ensuring that the expectations of internal and external stakeholders are consistently met.
- Ensure cross-functional coordination of workstreams, communication, resources, events, and impact across all Ceres' network teams.
- Provide strategic oversight to all products/deliverables from network teams. Meet regularly with Ceres network leadership staff to ensure accountability and progress on work. Deploy resources efficiently and effectively toward organizational goals.
- Ensure data-driven strategic plans, accountability measures, and outcomes analysis are informed by data collection, analysis, and assessment, as well as insights from the Finance, Development, and Organizational Strategy, Planning, and Results (OSPR) teams.
- Serve on the Executive Team and partner with Ceres' leadership team colleagues on strategic allocation of resources.
- Regularly solicit strategy and issue expertise from senior staff to support effective decision-making and development of network strategy.
- Work closely with the finance department to budget and monitor team operations to ensure sound fiscal and system management and to establish and implement grant administration protocols and procedures.
- Oversee the budget development process for departments under the CNO's supervision and maintain a high level of fiscal responsibility.

Fundraising & External Relations

- As organizational needs arise, serve as a public spokesperson, representing Ceres in the media and at external events including conferences, webinars, press conferences, and briefings for network activity, initiatives, and issue areas/projects.
- Lead the development of thought leadership reports and briefs, op-eds, and editorials, and other external content for distribution to key constituencies and the media. Serve as lead author, manage consultants, and review/approve messaging and content.
- Provide leadership and direction to network teams related to budget and funding initiatives.
- Provide strategic leadership for business development in partnership with the Development and Finance teams to identify and deliver fundraising targets. Support Development in major donor and foundation cultivation, solicitation, and stewardship activities, participating in high-level relationships.

Leadership & Organizational Culture

- Work with senior staff to ensure development and implementation of results-driven strategies to increase revenue and achieve organizational outcomes and goals.
- Supervise and support senior staff ensuring they are resourced and empowered to lead staff, network activities, and budget management to achieve the objectives of their specific teams.
- Supervise and support the effective evaluation and alignment of staff expertise and capabilities with responsibilities to achieve network goals and objectives.
- Partner with Chief People & Culture Officer and other leaders to cultivate Ceres' culture, ensure adoption of DEI strategy, and support workforce planning efforts.
- Provide regular feedback to support continuous development in supervision and mentoring skills.

Candidate Profile

We recognize that there is a spectrum of lived and professional experience that will set candidates up for success in this role. While no one candidate will have every experience outlined in the position description, ideal candidates will display the following professional and personal qualities, skills, and characteristics:

- You demonstrate a **passion for our mission** to inspire the world's most influential investors and companies with the greatest impact on our economy to urgently act on climate threats and take advantage of the business opportunities in the transition to a cleaner, more just, and sustainable economy.
- You are a **highly skilled manager of large, matrixed teams** with proven success in developing and implementing strategic plans and in guiding teams through programmatic evolution and evaluation. You lead by example to create an environment oriented toward trust, feedback, and excellence.
- You bring **strategic development and implementation skills** to execute multiple goals, projects, and initiatives in collaboration with other teams.
- You bring **exceptional interpersonal and communication skills** that strengthen team and organizational culture, enable effective messaging, and enhance collaboration up, down, and across the organization.
- You have proven success serving as an **effective member of an Executive Team**, working to build and implement organization-wide strategies, goals, and culture-building initiatives in partnership with other senior leaders.
- You are comfortable **working with, analyzing, and leveraging data** to drive strategic decision-making. You have overseen the development and implementation of an integrated data system to track shared outcomes and indicators, using results to inform learning and continuous improvement.
- You are experienced in **centering diversity, equity, inclusion, and belonging** in organizational practices and are committed to ongoing reflection and learning in this area.

- You are a skilled **relationship-builder and advocate**, with experience representing an organization to investors, partners, and coalitions. You are a persuasive and engaging communicator who can connect with and inspire a wide range of audiences.

In addition, strong candidates will offer:

- 15+ years of relevant work experience and demonstrated accomplishments in a senior leadership role.
- A bachelor's degree in a related field or commensurate experience.
- Experience in financial and/or corporate sectors.
- Experience effectively leading the strategic growth of programs with a non-profit organization.
- Demonstrated experience and/or knowledge of environmental and sustainability issues and/or policies.
- Experience hiring, training, supervising, and supporting professional development of staff.
- Demonstrated track record building and driving business development initiatives.
- Willingness to travel as needed.

Compensation and Benefits

Salary is competitive and commensurate with experience. The salary range for this role is \$225,000 - \$250,000. Ceres offers fantastic benefits including opportunities for hybrid and remote work; 80%, 82% or 85% (depending on your coverage election) employer paid health insurance and 85% employer paid dental insurance; a 403(b) retirement plan with a generous match that starts on day one; generous allowances for commuter and work from home expenses; flexible spending accounts to set aside money on a pre-tax basis for eligible expenses; 10 holidays, generous vacation, and additional paid time off including week-long summer and winter breaks, summer Fridays, and sick, personal, and parental leave.

Contact

DSG | Koya has been exclusively retained for this engagement, which is being led by Molly Brennan and Ariella Pasackow. Express interest in this role by [filling out our Talent Profile](#). All inquiries and discussions are strictly confidential.

DSG | Koya is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email NonprofitSearchOps@divsearch.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

At Ceres, we are committed to intentionally and carefully curating, engaging, and retaining a diverse and inclusive workforce. We endeavor to create a supportive environment that sparks innovation, fosters respect, and allows Ceres employees, in all roles at all levels, to come together equally to be fulfilled, successful, and to thrive.

Ceres is committed to diversity, equity, and inclusion. We strongly encourage applications from all qualified candidates, and we do not discriminate based on race, color, national origin, age, religion, marital status, gender, sexual orientation, gender identity, gender expression, military or veteran status, disability, or any factors prohibited by applicable law.

About DSG | Koya

DSG | Koya, a DSG Global company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, DSG | Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. DSG | Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

DSG Global is consistently recognized by Forbes on its top 10 list of "America's Best Executive Recruiting Firms" and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

Learn more about DSG | Koya via the [firm's website](#).