

**EMPLOYMENT OPPORTUNITY**  
**The David and Lucile Packard Foundation**  
**Conservation and Science Program - Marine Fisheries**

**Job Title: Associate Program Officer**  
**Job Number: 12-02-3710**

The Associate Program Officer will help develop and implement a market-based transformation program in support of the Foundation's overall Marine Fisheries portfolio strategy designed to positively impact global marine fisheries conservation. The role requires a strong understanding of marine fisheries and their attendant issues, a market-based approach to philanthropy, and demonstrated business acumen.

The Marine Fisheries Program is among the Foundation's largest conservation initiatives. In 2012, it will make \$10 million in grants to:

- Evolve existing and form new business-environment partnerships with progressive elements of the fisheries and seafood sectors
- Work with progressive industry leaders to enhance the effectiveness of public advocacy for ocean conservation
- Raise consumer awareness concerning seafood and influencing consumer choices
- Persuade seafood market leaders to procure products from sustainable, well-managed fisheries, and actively support enhancement of this supply
- Develop or enhance independent, third-party certification of marine fisheries and eco-labeling of seafood products from certified sources, and environmentally-responsible aquaculture
- Support exploration and development of strategies for grantmaking in Asia
- Monitor and evaluate the effectiveness of projects and assist grantees with changes necessary to improve performance

**Position Overview**

The position requires an engaging and clear communicator, who works well with others, is highly strategic, possesses excellent judgment, has the ability to constructively provide and accept feedback, easily moves from project to project, and possesses a flexible and "can-do" approach to work.

The Associate Program Officer will foster and maintain relationships with NGOs supported by the Foundation as well as across industries and organizations. Implicit to these responsibilities is the ongoing analysis and review of the Marine Fisheries grant portfolio, cultivating a deep knowledge of current business, scientific and policy issues pertinent to the Fisheries program, and undertaking special research projects to inform program work. The Fisheries team is comprised of another Associate Program Officer focused on policy initiatives, one supporting Program Associate, and one managing Program Officer to whom this position reports.

Candidates will be expected to bring the following professional qualifications and personal attributes to the position:

- A background that reflects the core values of the Foundation and the program goals of the Conservation and Science Program
- Demonstrated understanding of factors influencing U.S. and international fisheries management as well as a working knowledge of conservation and science issues germane to the Conservation and Science Program
- Experience and/or understanding of private sector operations, ideally retail or foodservice operations and/or supply chain management
- Understanding of the intersection between nonprofit conservation strategies, operating realities of businesses, and the opportunity for dynamic, forward-looking solutions
- Diplomatic approach to interest-based negotiation environments, and an ability to immediately establish credibility amongst a wide variety of stakeholders (non-governmental, business, academic, and policy communities)
- Ability to critically assess opportunities and constraints, often with limited information, and recommend strategic decision-making options based on multiple data sources
- A self-starter and initiator with the ability to sustain work with minimal direction and achieve goals under tight deadlines that satisfy multiple constituent priorities
- Proven, performance-driven project management skills, from budgeting to administrative and operational responsibility to implement strategic elements of projects to ensure success
- Commitment to continuous improvement and strong desire to contribute to broader team, cross-program, and Foundation-wide learning.
- Minimum of five years of experience in this or a related field is required. Advanced degree in a related field plus experience is preferred
- Ability to travel 30 – 40% within the U.S. and abroad, sometimes over weekends
- Experience with grantmaking or directly investments or resource allocation strongly desirable
- International experience—particularly in developing or industrializing countries—is desirable
- Intermediate skills with Microsoft Word, Excel, PowerPoint, and Outlook

### **Compensation and Benefits**

The Foundation offers an excellent benefits package and a salary that is commensurate with experience. The salary range is \$62,000 (Minimum); \$78,000 (Midpoint); and \$93,000 (Maximum). This is a full-time, exempt position.

### **About the Foundation**

The David and Lucile Packard Foundation is a family foundation that is guided by the enduring business philosophy and personal values of Lucile and David Packard, who helped found one of the world's leading technology companies. Their approach to business and community participation has guided our philanthropy for nearly 50 years. Today, their children and

grandchildren continue to help guide the work of the Foundation. The Foundation makes grants at the local, state, national, and international level.

They work on the issues their founders cared about most, which are

- Improving the lives of children
- Enabling the creative pursuit of science
- Advancing reproductive health
- Conserving and restoring the earth's natural systems

A staff of 100 conducts the day-to-day operations of the Foundation and a Board of Trustees oversees the work of the Foundation. David and Lucile Packard passed onto the Foundation the following core set of values: integrity, respect for all people, belief in individual leadership, commitment to effectiveness, and the capacity to think big.

The Marine Fisheries program pursues three integrated goals:

- Transform the global seafood market so that it provides powerful incentives for the conservation of marine fisheries. This component of the program seeks to increase the market share of seafood from sustainable, well-managed fisheries. Desired outcomes include sustainable fishing practices and increased industry support for conservation policies.
- Improve the effectiveness of fishery management systems, particularly in the Pacific. This involves support for public advocacy aimed at reforming and strengthening fisheries management to enable more responsible and effective management systems. Desired outcomes include conservation of fish populations, habitats, and ecosystem functions.
- Transform the aquaculture industry with the goal of protecting wild fish populations and minimizing adverse impact to habitats. The goal is to establish sustainable aquaculture practices as the norm for the global aquaculture industry. This component of our strategy is designed to be fully integrated into the market and policy goals described above. The strategy is designed to foster not only sustainable practices but also conservation of fisheries that supply aquaculture inputs.

### **How to Apply**

Interested candidates should email a one page cover letter and resume to [jobs@packard.org](mailto:jobs@packard.org). Please reference 12-02-3710 in the subject line by January 17, 2012.

*No phone calls please.*

*The David and Lucile Packard Foundation is an equal opportunity employer  
and welcomes a diverse pool of candidates.*

*The Foundation uses an outside firm to check the accuracy of information supplied by applicants.*

*Principal applicants only.*

*Additional information about the Foundation can be found at [www.packard.org](http://www.packard.org)*