

*Exchanging knowledge, ideas and resources to support emerging leaders
advance environmental mobility justice*

RECRUITMENT PACK: FINANCE & FUNDING TEAM



Beyond Climate Collaborative
PART-TIME | VOLUNTARY | REMOTE
DEADLINE: 31 OCTOBER 2025



Exchanging knowledge, ideas and resources to support emerging leaders advance environmental justice

Join us – Help Build BCC’s Finance and Funding Team!

Beyond Climate Collaborative (BCC) is at an exciting stage of growth. We are building a small but powerful **Finance & Fundraising Team** to scale our mission – supporting emerging leaders to advance environmental mobility justice. The team will design and lead the systems, strategies, and relationships needed for long-term impact.

We’re inviting passionate, skilled and visionary change-makers to join us as leads, co-leads, or advisors across finance, fundraising and development. Together, this team will:

- Build strong financial and grant-management systems
- Develop and implement donor engagement and stewardship strategies
- Design creative and innovative funding models and partnerships
- Shape BCC’s multi-year resource mobilization strategy

Whether you’re a finance professional, fundraiser, grant writer, or strategist, this is a rare chance to co-create the funding architecture of a first-of-its-kind justice-focused climate mobility organization from the ground up.

Roles are designed to be flexible and collaborative, typically requiring 5–7 hours per week for most positions and 7–10 hours per week for the Director role. Responsibilities are structured to match each person’s skills while avoiding overload. Volunteers will gain hands-on strategic leadership experience, access to global networks, and the opportunity to contribute to pioneering initiatives at the intersection of climate mobility and environmental justice.

If you want to combine your expertise with purpose — and help build something bold — we’d love to hear from you!



Beyond
Climate
Collaborative

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About Beyond Climate Collaborative

We build bridges to support emerging leaders in their processes of (un)learning and (re)imagining ways of working to address climate change and environmental displacement through the lenses of environmental, migrant, racial, feminist and social justice.

Together, we uplift a new generation to pioneer and co-create timely, cross-sectoral, just and sustainable solutions to environmental-related injustices that reduce risks, reinstall people power and bolster the resilience of the planet and her people to the impacts of climate change and beyond.

About the Opportunity

We're moving from start-up to scale-up. Our ability to support communities depends on strong financial systems and diversified funding streams. This is a unique opportunity to help design and guide the strategic funding architecture of a one-year-old organization dedicated to social and climate justice.

Our Approach

Instead of filling a single post, we're intentionally creating a **team of skilled volunteers**. We invite you to bring your expertise and leadership to co-create and shape this team with us, rather than simply stepping into a top-down role.

To help you see where you might fit, we've prepared a prospectus of potential roles and skill areas. We're recruiting **leads, co-leads, and advisors** depending on your background and availability, and may also appoint a Director of Development if we find the right person.

What We're Looking For

We're seeking people who bring **expertise, initiative, and a collaborative, strategic mindset**. You might be an experienced finance professional, a fundraiser passionate about climate justice, or someone with grant-writing and donor-stewardship skills.

We're especially interested in experience with:

- Nonprofit accounting and bookkeeping
- Budgeting, financial planning and reporting
- Grant writing, management and compliance
- Donor relations and stewardship
- Funding administration
- Partnership-based funding models
- Donor-advised funds and high-net-worth individual giving
- Private foundation fundraising
- Building systems and processes in early-stage organizations

General Qualifications for All Roles

- Experience with nonprofit funding landscape, fields of climate change, migration, human rights, international development, educational programming preferred
- Strategic planning, systems design and capacity building
- Passion for climate justice, equity, and collaboration
- Ability to work independently and as part of a team
- Strategic thinking combined with hands-on execution
- Cultural competence and respect for diverse perspectives
- Takes initiative

Time Commitment & Flexibility

Most volunteer roles average **5–7 hours per week**, with **7–10 hours** anticipated for the Director position. We're intentional about structuring responsibilities so that no one is overburdened. Meetings are held remotely and scheduled flexibly. The work includes internal team meetings, one-on-one check-ins with BCC leadership, balanced with independent work. We ask that all team members participate in our monthly all-team meeting to stay connected and aligned.

Potential Roles Prospectus

Finance & Accounting Lead / Co-Lead

Strategic focus: Shape BCC's long-term financial planning, risk management and sustainability strategy

Key responsibilities:

- Oversee bookkeeping and accounting systems
- Support annual budgeting and forecasting
- Prepare financial reports for the leadership team and funders
- Develop internal financial controls and compliance systems
- Advise on strategic financial decisions (reserves, pricing models, partnerships)

Qualifications & Attributes:

- Degree or certification in accounting, finance, or related field (CPA or equivalent helpful but not required)
 - At least 3+ years of nonprofit or small-business finance experience
 - Experience handling accounting, finance and budget planning within the US non-profit sector
 - Familiarity with donor-funded project accounting a plus
 - Strong analytical and systems-thinking skills
 - Ability to communicate financial information clearly to non-finance colleagues
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Fundraising & Donor Relations Lead / Co-Lead

Strategic focus: Design and implement BCC's donor engagement and stewardship strategy

Key responsibilities:

- Develop and implement donor pipelines and cultivation plans
- Build and manage relationships with individual donors and foundations
- Coordinate donor communications (thank-you letters, updates, impact stories)
- Design outreach materials, cultivation events or briefings
- Identify opportunities for new funding models and high-value donors

Qualifications & Attributes:

- Track record of raising funds for nonprofits, campaigns, or social enterprises
- Experience managing donor databases/CRMs and segmentation

- Excellent writing and interpersonal communication skills
 - Comfortable representing BCC to high-level stakeholders
 - Creative thinker who can match donors' interests to BCC's mission
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Grants & Partnerships Lead / Co-Lead

Strategic focus: Develop and manage BCC's grant and partnership growth strategy

Key responsibilities:

- Research and track funding opportunities
- Draft high-quality grant proposals and concept notes
- Manage reporting requirements and deadlines
- Cultivate relationships with grant makers
- Develop partnership-based funding models with aligned organizations
- Work with leadership to align grant pursuits with BCC's strategic priorities

Qualifications & Attributes:

- Experience writing successful grants or managing grant portfolios
 - Understanding of donor compliance and reporting
 - Strong project management and deadline discipline
 - Ability to cultivate institutional partners
 - Comfortable synthesizing complex programmatic information into compelling proposals
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(Potential) Director of Development

Strategic focus: Provide overall leadership and strategy for finance and fundraising, driving the creation of a diversified, multi-year resource mobilization plan

Key responsibilities:

- Lead the finance and fundraising team
- Oversee prospecting, donor relations, grant pipelines, and reporting
- Guide organizational leadership on strategic funding opportunities
- Support BCC Directors on major donor cultivation
- Ensure alignment between BCC's programmatic priorities and funding strategy

Qualifications & Attributes:

- Mid- or Senior-level experience in nonprofit development or social enterprise fundraising
- Demonstrated success in building and executing multi-year resource strategies
- Strong team leadership and mentoring skills
- Excellent relationship-building abilities with donors and partners
- Visionary, entrepreneurial, and comfortable working in start-up environments

What We Offer:

By joining BCC's Funding & Finance Team, you'll gain hands-on experience in a mission-driven nonprofit at the forefront of climate mobility and environmental justice. Your work will directly help build the infrastructure and support systems that empower the next generation of emerging leaders advancing just solutions for climate mobility.

- **Meaningful Impact & Strategic Leadership:** Play a pivotal role in shaping the financial and fundraising strategies of a cutting-edge, justice-focused organization, with a direct impact on advancing climate mobility justice.
- **Professional Development & Mentorship:** Access personalized mentorship, skill-building opportunities, and BCC's curated programming—including the ISCM and other CMJA courses and workshops. Volunteers are also eligible to receive certificates for CMJA programs they complete.
- **Networking & Movement-Building:** Connect and collaborate with a growing community of emerging leaders, global experts, and funders across climate mobility, environmental justice, and intersectional advocacy spaces.
- **Creative Freedom & Leadership Growth:** Work in a flexible, collaborative, and supportive environment where you're encouraged to take initiative, co-create innovative approaches to funding, and shape strategies that reflect your passions and strengths.
- **Recognition & Visibility:** Receive public recognition of your contributions across BCC platforms, with support to showcase your work in external spaces—ideal for building your professional presence in the nonprofit, environmental, or advocacy sectors.
- **Pathways for the Future:** Gain in-demand skills, strong references, and the potential to transition into a paid role as BCC grows.

How to Express Interest

We welcome expressions of interest from passionate, skilled, and visionary individuals worldwide who are excited to help shape BCC's Finance & Funding Team.

To express your interest in joining the BCC Finance & Funding Team, please submit the following:

1. **Resume/CV:** Include your most relevant experience, skills or projects
2. **Statement of Interest (300 words max)** addressing:
 - ◇ Which role(s) or skill areas you are interested in (as outlined in the Prospectus above)
 - ◇ What you hope to contribute strategically and operationally to BCC's Finance & Funding Team
3. **Writing Prompt (300 words max)** select one from the list below to showcase your creativity, strategic thinking, and approach to advancing BCC's mission:
 - ◇ Prompt A: BCC is applying for a large, multi-year grant. In a few sentences, outline how you'd frame an innovative case for support, so it stands out.
 - ◇ Prompt B: If reaching out to a prospective high-net-worth donor, what would be your hook, and how would you make the case for resourcing justice-centered climate mobility?
 - ◇ Prompt C: Outline what you see as the three (3) main pillars of a strategic funding or resource-mobilization strategy for BCC as we move from start-up to scale-up.

*Note: We welcome alternative forms of submission for the writing prompt (e.g., an audio or video response).

Submit your complete application to lauren@beyondclimatecollaborative.org, daniella@beyondclimatecollaborative.org, and daniela.alba@live.com with the subject line: "Finance & Funding Team EOI- [Your Name]."

Applications will be reviewed on a rolling basis, until the final deadline: **31 October 2025**

Only complete applications (including the CV, statement of interest and writing prompt) will be considered. We look forward to hearing from you!