**Director, Research and Evaluation**

**Position Profile**

**Title:** Director, Research and Evaluation, Great Apes & Gibbons Program  
**Reports to:** Head of Program, Great Apes & Gibbons Program  
**Location:** Cambridge, UK  
**Status:** Full-time, Exempt  
**Compensation:** £124,670 – £158,954

**About Arcus Foundation**

Founded in 2000, the Arcus Foundation is a leading global foundation dedicated to the idea that people can live in harmony with one another and the natural world. Arcus’ work is based on the belief that respect for diversity among peoples and in nature is essential to a positive future for our planet and all its inhabitants. Arcus works with experts and advocates for change to ensure that LGBTQ people and our fellow apes thrive in a world where social and environmental justice is a reality. The Foundation works globally and has offices in New York City, United States, and Cambridge, United Kingdom.

The Arcus Foundation’s staff and board of directors are a diverse group, reflecting the diversity inherent in the world. The Foundation works globally to support partners in their pursuit of lasting change. The mission is driven by the vision of Arcus’ founder, Jon Stryker, and by a shared dedication to the emergent global human rights and conservation movements.

With a deep commitment to integrity and humility, the leadership and staff of the Arcus Foundation hold one another accountable for implementing the Arcus mission. This includes practicing shared leadership and recognizing, celebrating, and taking collective ownership of Arcus’ success. Because a strong work ethic and responsible decision-making should exist at all levels of leadership, the Arcus Foundation applies fact-based decision-making and encourages all staff to proactively ‘course-correct,’ to efficiently manage resources so that the movements Arcus serves will benefit.

**Candidate Profile**

The Director of Research and Evaluation in the Great Apes & Gibbons Program (GGP) will serve as one of three leads in implementing the Foundation’s Great Apes & Gibbons strategy globally. The three Directors work with and under the direction of the Head of Program, Annette Lanjouw, who is also the Chief Executive Officer of the Foundation. The Director will be responsible for directly supervising at least one GGP Program Officer.

The position plays a critical part in enabling the Great Apes & Gibbons team and the Foundation to assume a leadership role and serve as a key contributor to the work of its grantees and the broader environmental and animal welfare movements. Therefore, the success of the Director is highly dependent on:

- Establishing strong collective and individual partnerships with the Head of Program and the other GGP Directors, Senior Program Officer and Program Officers.
- Guiding the implementation of the program strategy by leading team members.
- Forging collaborative partnerships with colleagues across the Foundation.
- Building and extending strategic partnerships with external partners and stakeholders
- A commitment to building and nurturing a team environment and ensuring that the diverse voices of partners and stakeholders are heard and valued, and that they inform the development and implementation of program strategies.
The Arcus Foundation places emphasis on making strategic, data-driven, and contextually appropriate grants in the landscapes that the GGP has identified and focused on the thematic priorities that cut across geographical areas. The Arcus Foundation has a defined niche as a grant maker that identifies priorities and partners to achieve clearly defined strategic priorities. This work is intended to reflect best practices within the conservation sector and to build greater linkages to other relevant sectors. The Director, Research and Evaluation will be responsible for designing and implementing a strategic approach to assessing trends and ensuring knowledge and experience informs Arcus Foundation strategy and influences grantmaking practice. The Director will ensure that GGP strategic grantmaking benefits from deep understanding and learning about threats, landscape context, and evaluation of impact, and that it is engaging strategically on issues to drive policies, increase support, and reduce threats. This work will develop and support policy development, research, coalition- and movement- building, behavior change and education activities, and other strategies that improve the conservation of apes and benefit the wellbeing of captive apes in range and non-range states.

The Director, Research and Evaluation will have overall responsibility for designing and developing the program’s research agenda, ensuring that there is effective integration of emerging science and knowledge into the program’s strategic grantmaking, as well as overseeing the Monitoring, Evaluation and Learning (MEL) for the program. The Director will ensure that the GGP’s grantmaking and operations are informed and strengthened by relevant research and updates in conservation, animal welfare, and other relevant sectors. In consultation with the Head of Program and Director of Strategic Grantmaking, the Director of Research and Evaluation will also be responsible for managing a portfolio of grants and managing key relationships with partners.

The Great Apes & Gibbons Program is working toward two overarching outcomes:

1. Resilient populations of all ape species exist in Arcus priority landscapes that are governed in a sustainable, just, and holistic manner.
2. All captive apes from Arcus priority landscapes, or in the U.S., live in verified/accredited sanctuaries or zoos.

To achieve these outcomes, the program has three goals:

1. Conservation and human wellbeing are reconciled in all Arcus priority landscapes.
2. An effective conservation movement is built: Long-term, holistic, and collaborative efforts are effectively monitoring and managing current and emerging threats to apes.
3. Respect and Value: Culturally appropriate respect for the intrinsic value of apes, as individuals and as species, is increased, and ensuring they are provided appropriate care.

Part of the means to this end is to establish the Arcus Foundation as a thought leader in these issue areas. A deeper and more nuanced understanding of how biodiversity loss occurs and the impact of conservation, development, and other human activities on the natural world is essential to protect and sustain biodiversity to be protected and sustained. This understanding needs to feed into the grantmaking, and the Director for Research and Evaluation will be responsible for ensuring that learning from the field and broader society informs strategic grantmaking, as well as ensuring that, where relevant, the Arcus experience contributes to informing the sector and beyond. The geographic focus of this work will be consistent with the geographic focus of the program, currently defined as ape range states, the U.S.

The Director for Research and Evaluation will report to the Head of Program but work in a fully integrated manner with the entire GGP team to design and implement the Research and Evaluation strategy, strengthen strategic grantmaking, influence our listening and learning, and help support broader leadership in conservation. The Director will also work collaboratively across the Foundation on projects of mutual concern.
The Director will engage in research, consultation, convening, and interaction with a wide range of activists, scholars, funders, academics, policy experts, and institutions to identify, develop, and manage the relationships and networks important for the program. The Director will strengthen the knowledge base and capacity of the Foundation; gather and manage data and other resources at the Foundation; and otherwise engage with participants in the field to advance the Foundation's mission. The Director for Research and Evaluation will from time to time meet with and make presentations to the Arcus Board of Directors and other bodies engaged in these fields.

RESPONSIBILITIES

Listening and Learning: Strategy Advancement through Program Development and Assessment

The Arcus Foundation places significant emphasis on taking the time to listen and apply learning and analysis to its strategies for effective grantmaking. The Director for Research and Evaluation will contribute to the development of the Great Apes & Gibbons Program strategies through:

- **Designing, developing, and implementing a strategy for Research**: To ensure that there is critical analytic review of relevant sectors, ensuring that learning from these sectors informs and strengthens the work of the Great Apes & Gibbons Program.
- **Designing systems to ensure that information and learning** gathered through grantmaking and engagement with various partners is utilized to inform the continued development and implementation of the program’s learning and work.
- **Leading and contributing** to research, policy analysis, and other projects that deepen the field’s knowledge of conservation and ape welfare issues and support the development of Arcus Foundation’s approach.
- **Collaborating** with GGP colleagues to ensure learning and analysis contribute effectively to strategic grantmaking and operations.
- **Engaging in deep consultation** with leaders in ape conservation, ape welfare, allied movements (including grant-seekers and current grantees), and other relevant stakeholders to determine key issues and opportunities for the Arcus Foundation’s work, convening grantees and others where appropriate.
- **Developing and coordinating** the implementation of the Arcus monitoring, evaluation, and learning framework and data-gathering on measures and benchmarks to enable the Foundation to assess the impact of its grantmaking in these areas and ensure grants are achieving intended purposes and are aligned with the Foundation’s goals and outcomes.
- **Presenting findings and participating in** a wide range of meetings, conferences, and gatherings, within and beyond the conservation and animal welfare sectors.

Leadership: Field Engagement

Where appropriate or needed and with humility, the Foundation also leads in certain domains. The Director will contribute to shaping and promoting the Arcus Foundation as an impactful, values-driven philanthropic partner. The Director will play a role in:

- Ensuring the Arcus Foundation is effectively engaged with various relevant sectors of the conservation and allied movements to help build authentic relationships, deepen understanding, and bring together practitioners and academics to strengthen focus, strategy, and impact.
- Representing the Arcus Foundation in efforts that support the development of collaborative agendas across organizations, movements, and sectors.
- Engaging in speaking, writing, public advocacy, and other leadership strategies to promote the Foundation’s values and goals in relevant forums.
- Meeting with and making presentations to the Board of Directors and other bodies engaged in these fields.
- Building an internal learning environment in which the voices of key stakeholders, the experience of grantees, and the knowledge of staff generate insight that informs program strategy and implementation, as well as informs the field of philanthropy.
Strategic Grantmaking: Implementation of Program Strategy through Grantmaking

The Director will cultivate and curate a portfolio of grants relating to the Research agenda, and lead other activities that advance the Program’s strategic goals and grantee relationships within that portfolio. This includes:

- Developing, managing, and supporting relationships with partners and grantees working on ape conservation and captive care programs in ape range states, as well as on thematic issues impacting apes.
- Partnering with the Director for Strategic Grantmaking and Program Officers and other staff to identify potential partners and grantees that present significant potential to achieve the goals and outcomes defined for the Great Apes & Gibbons Program within multiple geographic regions.
- Reviewing, evaluating, and managing grant requests in Fluxx (Arcus’ organization and grants database); producing proposal summaries for the Board; planning and conducting site visits; and building trusting relationships with grantees.
- Ensuring Arcus’ continued commitments to its organizational values are reflected in its strategic grantmaking.
- Participating in and being an active member of the Arcus Program Team to provide input into the Foundation’s overall grantmaking processes, guidelines, and systems.

The Director is a full member of the team across all program work and across all departments at the Foundation. The Director is a vital part of the Arcus Foundation staff and is expected to participate in all staff activities. These include:

- Participating in staff meetings, Board meetings as requested, and organizational retreats.
- Providing input into the overall strategy of the Arcus Foundation grantmaking programs.
- Participating in cross-functional working groups to contribute to advancing key organizational priorities.
- Attending key meetings, conferences, and gatherings to represent Arcus.
- Collaborating with Arcus Communications, Grantmaking Effectiveness, and Social Justice Program staff to ensure effective and integrated programmatic communications, shared learning, monitoring, evaluation, and grantee relationship management processes, and collegiality across the organization.

Qualifications

REQUIREMENTS - The ideal candidate will have:

- Dedication to the Arcus Foundation’s mission and values
- A minimum of five years experience living and working in one of the countries Arcus prioritizes in its Great Apes & Gibbons Program.
- A Ph.D. or equivalent research experience in conservation or related field.
- Ability to think critically, make decisions, and solve problems using sound, inclusive reasoning and judgment; and to gather and analyze information from a diverse set of sources and individuals to fully understand a problem.
- Minimum of five years of professional and/or research experience in wildlife conservation, community conservation, social/environmental justice, e.g., Indigenous Peoples’ rights, international development, anthropology, and/or ape welfare/conservation/behavioral ecology. Relevant experience from other sectors beyond conservation, e.g., communications, and behavior change, would also be considered.
- Excellent written and verbal communication skills.
- Fluency, written and spoken, in a language from an ape range state.
- Ability to identify challenges and opportunities and address them directly.
• Excellent interpersonal skills, characterized by an ability to work effectively with a broad array of people with sensitivity, positive partnership, and compassion; demonstrated ability to work well collaboratively as well as independently; a sense of humor.
• A proactive and self-motivated work style, with close attention to follow-up and detail and the ability to manage several projects simultaneously.
• A high degree of professional integrity (i.e., meeting one’s commitments and effective stewardship of Foundation resources) and cultural competence (i.e., understanding, sensitivity, and respect for cultural differences and the social experiences of diverse communities).
• Ability to take direction and receive both positive and constructive feedback well.
• Possession of a valid passport, and the willingness and ability to participate in extensive international travel.

PREFERRED
• Experience living and working in Southeast Asia, with fluency in Bahasa Indonesia or other Southeast Asian languages.
• Qualifications in Ecology or Primatology.
• Experience working in a global, multi-cultural, multi-location organization.
• Experience implementing monitoring and evaluation.
• Experience in policy development, and national and regional governments and bodies.
• Experience in engaging with grassroots organizations, local communities, Indigenous Peoples, and traditional structures.
• Experience working with the private sector.
• Experience working in the field of behavior change.
• Demonstrated leadership on issues relevant to conservation, animal welfare and/or captive animal issues.

COMPENSATION
An annual salary of £124,670 – £158,954, as well as a comprehensive benefits package that includes (but is not limited to):
• Employer-contributed health, dental, and vision plans
• Employer-contributed pension scheme
• Annual paid holiday and sick leave

TO APPLY
Please submit a resume and cover letter detailing your interest in the position at the Arcus website. Applications will be reviewed on a rolling basis, and interviews will begin in late October. At Arcus, we highly value diversity and welcome applicants from around the world for this role. Additionally, we offer sponsorship opportunities for qualified candidates who require work authorization. Please contact Marie Stevenson at mstevenson@arcusfoundation.org with any questions.

The Arcus Foundation is an equal opportunity employer and is firmly committed to complying with all equal employment opportunity laws. The Arcus Foundation prohibits discrimination against employees and applicants for employment because of the individual’s race or color, religion or creed, immigrant, citizenship or non-citizen status, sex (including pregnancy), national origin, age, sexual orientation, gender identity or expression, intersex status, sexual and reproductive health decisions or decision making (of employees or their dependents), disability, marital status, familial status, domestic partnership status, genetic information or predisposing genetic characteristics, military status, domestic violence victim status, pre-employment arrest record, or any other characteristic protected by law. The Arcus Foundation also considers for employment qualified applicants with criminal histories consistent with the laws of England and Wales.