



Presented by



Program Director, Environment

Margaret A. Cargill Philanthropies
Hybrid in Eden Prairie, Minnesota

Compensation

\$226,000 - \$269,000

Application Deadline: June 26th, 2026



About Margaret A. Cargill Philanthropies

Based in Minnesota, Margaret A. Cargill Philanthropies (MACP) is the umbrella over the two grantmaking foundations founded by the late Margaret Cargill: Margaret A. Cargill Foundation and Anne Ray Foundation. We steward Margaret Cargill's charitable vision – supporting work around the world that expands opportunities and creates lasting impact, especially for areas that have been overlooked. Our global funding spans seven domains connected through common grantmaking approaches:



Animal Welfare

We focus on the wellbeing of domestic animals and injured wild animals, and ways to increase empathy toward animals among children and adults.

Disaster Relief & Recovery

We support work in natural disaster preparedness, relief, and recovery with emphasis on communities prone to low-attention disasters.

Legacy & Opportunity

We provide funding for opportunities aligned with our values and philosophy and support for specific geographies of importance to Margaret Cargill, including the Upper Midwest and Southern California.

Arts & Cultures

We help support folk arts, Native American art, music, tactile art, and artistically significant crafts that foster human creativity.

Environment

We support the conservation of natural resources and protection of natural habitats.

Quality of Life

We support life's journey at vulnerable stages for children, young adults, families, and older adults.

Teachers & Students

We support the teaching profession and student success.



Our Mission is to provide meaningful assistance and support to society, the arts, and the environment

MACP's two grantmaking foundations have separate boards and investment portfolios but share a common mission of providing meaningful assistance and support to society, the arts, and the environment.

Margaret A. Cargill Foundation is a private foundation that came into existence upon Ms. Cargill's death in August 2006.

Anne Ray Foundation is a supporting organization, which may make grants only to organizations specifically named by Ms. Cargill.

For more information about MACP, visit our website: www.macphilanthropies.org.

Our Philosophy of Grantmaking

Our grantmaking reflects our values and Margaret Cargill's guiding principles and is always directed toward our mission and core purposes. We expect our grantmaking to have these characteristics:

- We lead with our values, internally and externally.
- We support capable organizations that have demonstrated their ability to work successfully in our interest areas and in a manner consistent with our values. We look to our grantees as partners and co-learners.
- We provide meaningful support to strategic grantees.
- We support work in and with communities toward sustainable solutions.
- We pay special attention to underserved or low-attention areas, populations, or issues.
- We value and affirm the integration of all functions of the Philanthropies in our grantmaking.
- We make measurable impact on focused goals.
- We evaluate our work, reshape our approaches as we learn, share, and apply our learning to future grantmaking.



About Our Workplace

Our community of more than 125 employees brings expertise from a variety of professional and personal experiences. We are inspired by a common mission, shared values, and the difference we can make by working together.

In January 2023, we adopted our Employee Value Proposition (EVP) that shares our commitments to our team member's careers, supports our mission, and helps build a culture where everyone feels respected, valued, and has a sense of belonging.

We make sure opportunities for career advancement and access to development resources are distributed fairly and transparently. We make a robust investment in each team member's professional development to ensure they can contribute meaningfully to MACP's mission, grow in their roles, and achieve their career goals both within and outside of MACP. We also value staff retention, and the stability and consistency of a dedicated team. You can read our full EVP [here](#).

We are also proud to offer a welcoming workplace that supports our employees' health and overall wellbeing. We supplement that environment with activities throughout the year that promote collaboration, learning, and fun. MACP staff have a 36-hour workweek (for fulltime employees), with half-day Fridays and the option of working remotely up to two days per week.

MACP's home in Eden Prairie, Minnesota reflects our organizational commitment to sustainability, legacy, and collaboration. Our LEED Platinum certified building features sustainable materials, outdoor meeting areas, a fitness room, and unique art and keepsakes from Ms. Cargill's personal collection and others that reflect our grantmaking and the communities where we work. Our space is a living reminder of our values.

Eden Prairie is part of the Twin Cities metro area that includes Minneapolis and St. Paul, which together make up one of the largest metropolitan areas in the country with over 3 million residents. A unique blend of small town and major cosmopolitan hub, both urban cores boast a thriving business atmosphere.

Our Cultural Values

Making A Difference

We commit to these values collectively as stewards of our donor's legacy and in support of making a meaningful and lasting impact.

Respect

We build relationships rooted in trust and care, creating spaces of open dialogue where individuals feel heard and valued.

Learning

We embrace curiosity, share insights, and learn from our experiences and mistakes, growing as individuals, as a team, and as an organization.

Integrity

We show up with honesty and authenticity in service to our mission, in support of organizational goals, and in how we engage with partners and communities.

Excellence

We focus our best efforts on achieving meaningful goals, believing that diverse perspectives and purposeful collaboration lead to better results.

Humility

We elevate the work of grantees, partners, and communities who make our mission possible, knowing that "it's not about us."

Illustration by Ping Zhu.



The Opportunity

This is a full-time role at MACP's standard workweek of 36 hours.

Job purpose:

The Program Director provides leadership and management for the Environment domain. The Margaret A. Cargill Philanthropies (MACP), which includes the Margaret A. Cargill Foundation and the Anne Ray Foundation, organizes most of its grantmaking activities into seven program domains with defined strategies, guided by donor intent. Across all programs, MACP seeks to support work in and with communities toward developing solutions that deliver effective, sustainable programs that provide meaningful assistance and support to society, the arts, and the environment.

The Program Director collaborates closely with the domain's core team of four Program Officers and Program Associate(s), along with Managing Director, Programs, Vice President, Programs, and staff from other program and functional areas in MACP, all toward building, managing, and evaluating an effective grantmaking domain. The Program Director reports to the Managing Director, Programs and is primarily responsible for ongoing development and implementation of program strategies, providing direction and oversight for domain grantmaking and operations, directly managing the team, and engaging when needed with the Program Committee of the Board and outside organizations as necessary.

The Environment team currently focuses on work in four ecosystem program areas: Tropical Forests, Coastal Marine, Grasslands and Freshwater across four geographic regions: North America, Latin America, Africa and Asia Pacific. In addition, the team manages a small portfolio of Legacy grants that support work in the Great Bear Rainforest, British Columbia and California.

The core strategy of the Environment Domain focuses on community conservation approaches that center Indigenous Peoples and local communities (IPLCs) as long-term stewards of natural resources in tropical forest, coastal, freshwater, and grassland ecosystems. This approach aligns with MACP values and commitment to work deeply in and with communities and is grounded in our hypothesis, or theory of change, that:

Lasting conservation of critical ecosystems and their resources is best achieved when their management is defined and implemented by the communities who most depend on them.

Primary responsibilities:

Domain Management

Oversee program portfolios aligned with program strategies and ensure Program Officers translate those strategies to develop proposals and implement grants for selected programs of the Margaret A. Cargill Philanthropies. Grantmaking assignments may shift over time as MACP continues to evolve. Detailed aspects of this work include:

- Lead department budget development and manage cash distribution goals across all five program areas of the domain.
- Oversee and support four Program Officers and Program Associate(s) to manage program portfolios in a manner that fosters meaningful and respectful relationships with grantee and funder partners, respects workload demands on staff and grantees, captures, and applies relevant learning, and keeps staff and board leadership appropriately informed of progress, risk and lessons learned.
- Translate and communicate domain-level program strategy, adapting to the needs of diverse audiences, ensuring the Program Committee and Board have the necessary knowledge to fully consider and understand domain strategy and refinements.

- Occasionally travel with Program Officers and others to source new grantmaking opportunities, develop and monitor grant outcomes and learning with grantee partners, build constructive relationships, and stay current with program strategies and relevant fields of knowledge.
- Collaborate with the Managing Program Director on strategy, process, implementation, and evaluation, ensuring accountability, timely communication, strong cross-team coordination and effective delegation.
- In partnership with Program Officers, develop and oversee evaluation plans for the domain in the context of MACP's evaluation and organizational learning goals.
- Maintain accountability for due diligence on all grants within the portfolio with support from Program Operations and cross-functional colleagues, and in collaboration with legal, finance, grants management, and evaluation functions.
- Evaluate opportunities to coordinate and collaborate with other funders to multiply overall impact within the Environment domain strategies and focused goals.
- Lead domain-level learning and assessment efforts by integrating sector knowledge, grantee and partner insights, and evaluation findings to inform strategy refinement, strengthen grantmaking practice, and share actionable lessons with program and cross-functional colleagues.

Leadership

Serve as a member of the MACP Program Leadership Team (PLT) to support MACP-wide goals, coordinate MACP programs and operations, and model the values-based culture, content and philanthropic expertise the foundation represents to its employees and its grantees. Specifically:

- Provide inclusive, effective leadership for program staff by fostering belonging and respecting diverse perspectives; setting clear expectations and accountability; and supporting training, coaching, and professional development. Use learning-focused approaches to assign work, onboard and mentor staff, support day-to-day execution, and review performance. Partner closely with staff to advance MACP-aligned grant development, oversight, and evaluation.
- Lead and manage change effectively as a change agent aligned with MACP's strategic priorities, goals, and cultural values – setting clear direction, reinforcing shared accountability, and enabling teams to move forward with confidence and purpose.
- Participate in functional-level program planning, learning leadership, organizational development, and team building.
- Work in partnership with others to advance the overall philanthropic vision of Margaret A. Cargill.

Commitment to MACP's Mission and Values, including Diversity, Equity, Inclusion, and Justice:

- Advance MACP's mission and cultural values of excellence, humility, learning, respect, integrity, and making a difference. Support MACP's vision and commitments to diversity, equity, inclusion, and justice (DEIJ), which are rooted in our cultural values and embedded in direction from our donor.
- Contribute to community learning and impact goals, including efforts to strengthen a culture of belonging that embraces different viewpoints, seeks full participation, cultivates welcoming and respectful environments, promotes fair treatment, and confronts discrimination in all its forms.

Other Key Responsibilities

- Participate in cross functional or enterprise level projects and evolving priorities, as appropriate to role and expertise.
- Perform other related duties as assigned in support of programmatic and organizational goals.

Candidate Profile

Education, Experience, and Qualification Requirements

The qualifications listed reflect a range of skills and experiences relevant to this role. We recognize that no one candidate will meet every preferred qualification, and we encourage you to apply even if your experience does not align with all preferred criteria. We value a range of experiences and perspectives. Candidates who meet the minimum qualifications will be considered.

- Minimum requirement is an undergraduate degree with at least 10 years of direct experience leading teams in the philanthropy or environment/conservation sectors.
- Graduate-level academic degree in a related field or equivalent level of experience with a proven track record of success and leadership accomplishments is preferred.
- Management and leadership experience managing teams, leading teams through organizational change, and coaching staff through complex grantmaking decisions.
- Extensive knowledge and experience in international and domestic community-led conservation/environment programming, including key field issues and their political and economic implications, with demonstrated ability to navigate these issues diplomatically.
- Diverse and rich experience working with nonprofits and/or foundations with a solid understanding of nonprofit organizational structure and actions to advance social change.
- Experience, and credibility working in strategic philanthropy, with measurable objectives and accountability to grantee partners and organization leadership.
- Proven record of overseeing an annual grantmaking portfolio.
- Experience working in one or more of the domain's ecosystem program areas, including Grasslands, Tropical Forests, Coastal Marine or Freshwater is preferred.
- Demonstrated ability to translate the goals and strategies of an organization into actionable plans that align to organization values, philosophy, and mission.
- Strong interpersonal and communications skills with proven ability to build collaborative relationships and operate in a team environment that advances the donor's intent.

Knowledge, Skills, and Abilities:

- Proven ability to think strategically; demonstrated record of success working with a diverse constituency of partners and stakeholders to achieve specific programmatic outcomes.
- Knowledge of methods for incorporating equity, inclusion, and diversity into grantmaking and relationships with staff and community.
- An understanding of the key issues in philanthropy, a detailed knowledge of grantmaking tools and types, and an understanding of principles of trust-based philanthropy.
- Knowledge of community-led philanthropy and capacity building that helps support grantees in their efforts to build sustainable impact in their community.
- Understanding or experience in streamlining processes, oversight, and evaluation processes to allow more attention on impact and relationships, while continuing to provide strong stewardship of resources.
- Strong detail orientation and project management skills with ability to maintain perspective on the broader principles driving an organization's work.

Travel

Up to 20% domestic and international travel.

Compensation and Benefits

MACP has identified a salary range of \$226,000 - \$269,000 for this role. The starting salary will be commensurate with years, breadth, and depth of relevant experience, education, certifications, credentials, special skills, accomplishments, and other factors relevant to the position.

MACP benefits are generous and include:

- Competitive compensation, including relocation support
- Professional development benefits, including opportunities to participate in relevant membership organizations and external learning activities
- Tuition reimbursement for employees pursuing college, advanced degrees, or certificates.
- Strong medical, dental, and vision benefits for staff and their dependents with competitive monthly premiums and flexible spending accounts
- Reduced work week for all staff, with half-day closures on Fridays, year-round
- Minimum of four weeks of paid time off, in addition to a week-long year-end office closure
- Retirement programs, including 401(k) matching at 5%, with access to employer-paid financial planning resources. In addition, the organization may provide a discretionary contribution to employees' 401(k) plan that vests over a five-year period.
- Matching gift program for charitable donations
- Additional benefits such as an employee assistance plan, access to the Calm app, and an onsite fitness room



Physical Requirement and Work Environment

- The work environment is an office setting with a designated workspace at the Margaret A. Cargill Philanthropies office in Eden Prairie, Minnesota and optional remote work up to 2 days per week.
- To be eligible for employment at MACP, staff must live in or be willing to relocate to Minnesota or Wisconsin within a reasonable driving distance to our office.
- This position is primarily a sedentary role with an adjustable sit/stand desk.
- This position requires regular use of a computer to complete work responsibilities. It also includes regularly working with other office equipment and communication technology, such as a videoconferencing, telephone, copy machine, and printer.
- The person in this position needs to occasionally move about inside the office to access file cabinets, office equipment, attend meetings or events, etc.
- This role also frequently performs multiple tasks simultaneously and works closely with others as part of a team. Occasionally, the person in this role may be required to adjust to time pressures and frequent changes. Infrequently, this role may require an irregular schedule or overtime.



Margaret A. Cargill Philanthropic Services, LLC is committed to the full inclusion of all qualified individuals interested in this role. As part of this commitment, we will ensure that persons with disabilities are provided reasonable accommodations. If reasonable accommodation is needed to participate in the job application or interview process, to perform essential job functions, and/or to receive other benefits and privileges of employment, please inform your search contact or reach out to our Talent Acquisition Manager, Cameron Reeves, at creeves@macphil.org or (952) 905-2969.

The above statements are not intended to encompass all functions and qualifications of the position; rather, they are intended to provide a general framework of the requirements of the position. Job incumbents may be required to perform other functions not specifically addressed in this description.



Illustration by Ping Zhu.

Commitment to Diversity, Equity, Inclusion, Equal Opportunity, and Accessibility

We know that engaging, building trust, and making a difference relies on the collective wisdom and strength of many perspectives. Diverse perspectives are essential for advancing our mission and we welcome individuals from all backgrounds who bring various lived experiences and professional expertise, and who share a commitment to our donors' vision of providing meaningful assistance and support to society, the arts, and the environment.

We are proud to welcome a diverse mix of candidates and to be an equal opportunity employer. All employment decisions are made without regard to race, color, creed, religion, gender identity, sex, pregnancy, sexual orientation, age, national origin, marital status, familial status, citizenship, disability, veteran status, public assistance, or any other legally protected characteristic. We are committed to the full inclusion of all qualified individuals, and we welcome the opportunity to discuss and offer reasonable accommodations.

About Perrett Laver



We Discover Exceptional Leaders.

Perrett Laver is the leading global executive search firm for purpose-driven organizations across education, research, civil society and the environment. Our creative, values-based approach, combined with our global presence and reach, means we go far beyond traditional boundaries to find tomorrow's most transformational leaders, and that's what sets us apart. Working across over 70 countries, we identify impactful and diverse talent for organizations addressing the greatest challenges of today and the opportunities of tomorrow.

How to Apply

To apply, please upload a full curriculum vitae (detailing the nature, scope and scale of responsibilities held) alongside a cover letter of application detailing relevant skills, experience and motivation to <https://PlusPortal.PerrettLaver.com> quoting reference number 8427.

The deadline for applications is **June 26th at 12:00 pm ET**. Review of applicants will begin immediately.

Perrett Laver GDPR Statement

Protecting your personal data is of the upmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in. Perrett Laver is a Data Controller and a Data Processor, as defined under the General Data Protection Regulation (GDPR). Our legal basis for much of our data processing activity is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website <http://www.perrettlaver.com/information/privacy-policy/>.