



Presented by



Program Officer, Environment

Margaret A. Cargill Philanthropies
Hybrid in Eden Prairie, Minnesota

Compensation

\$133,000 - \$158,000

Application Deadline: August 12th, 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 Officer, Environment, is responsible for the continuous development, implementation and management of one or more Programs of the Margaret A. Cargill Philanthropies' (MACP), Environment Domain. This position operates under the supervision of the Program Director, Environment and works in collaboration with the Managing Program Director, other Program Officers, Program Associates, and cross-functional colleagues in building and managing an effective grant-making program that aligns with MACP's mission and goals.

The goal of the Environment Program is to conserve and sustain terrestrial, freshwater, and marine ecosystems for the benefit of current and future generations. We pursue this goal by focusing on work in and with communities, supporting place-based conservation efforts that can create sustainable solutions to global conservation problems. Under its existing and well-honed strategies, the Environment Domain at MACP supports grantees in a set of defined focal geographies to deliver effective, sustainable community-led conservation solutions to address the problem of degradation of the Earth's freshwater, marine, and terrestrial ecosystems.

The priority focus of this Program Officer role is managing our portfolio of work in the Asia-Pacific region.

In collaboration with the Program Director, and other key stakeholders, the Program Officer will contribute significantly to the implementation of program strategies with the Program Committees of the Boards, internal staff, grantees, and outside organizations as necessary.

Responsibilities:

Grantmaking and Evaluation:

- Serve as the lead in the implementation of one or more strategically aligned grantmaking portfolios of the Environment Domain (initially focused on the Asia Pacific portfolio of work).
- Carry out various grantmaking approaches depending on the needs of a given grantee, project, or program strategy.
- Serve as a strategic thought partner and problem solver to grantee and funder partners.
- Collaborate with the Program Director to develop, evaluate, and refine guidelines, goals, and strategic plans for assigned portfolio(s).
- Work with grantee applicants on all aspects of the MACP grantmaking process, including due diligence review of potential grantee organizations. Assist applicants in developing realistic proposals that are aligned with strategic funding priorities, within the scope of the budget of the Environment Domain, consistent with MACP grantmaking policies and practices, and within applicants' capacity to deliver.
- Manage diverse grant portfolios of varying sizes and complexities, oversee active grants, evaluate progress, and provide clear communications and guidance to grantees, applicants, and other interested parties.
- Develop methods and systems for analyzing grant impact and effectiveness in collaboration with the Program Director and the Evaluation and Organizational Learning Team for the purposes of accountability and learning by the philanthropies, individual staff members, grantees and peer organizations.

- Utilize evaluation and learning tools to analyze and elevate domain-level learning results and grant impact with the Program Director, in service of both ongoing strategy refinement and formal strategy development (e.g., annual and three-year strategy reviews).

Stakeholder Management

- Source and solicit prospective grantee proposals, partner with other functions (e.g Finance) to assess and manage the level of financial and organizational risk of prospective grantees and elevate concerns as necessary.
- Cultivate and manage long-term relationships with grantee partners and navigate delicate or sensitive circumstances as they arise.
- Engage and collaborate with other funding partners to share knowledge, leverage additional resources and strategic approaches, and avoid duplication of efforts.
- Engage other functions at MACP for consultation, support, and problem-solving when the need arises, to implement MACP's grantmaking processes and practices.
- Connect program goals and financial targets with on-the-ground organizations and intermediaries with strong capacity to deliver.
- Monitor and evaluate grant outcomes with reduced overall burden on grantees.
- Develop and maintain effective cross-functional and stakeholder relationships through careful understanding of stakeholder needs and strengths to facilitate successful grantmaking and build long-term trust.
- Work closely with the Legal, Finance, and Grant Management teams to conduct due diligence and monitor grants.
- Attend meetings and site visits related to the Environment Domain field and on occasion will be accompanied by other members of the Environment Domain team and cross-functional colleagues.

Leadership and Communication

- Contribute to the development of domain-level strategies and participate in communicating strategies to the program committee.
- Prepare written materials for program committee reports; participate and present information in program committee meetings as necessary.
- Maintain an understanding, and share knowledge of emerging trends, concepts, and issues in philanthropy to support team and partner efforts, contributing to MACP's thought leadership and sector impact.
- Represent the organization to the public and stakeholders, fostering connections, promoting collaboration, and participating in external engagements such as conferences, sector forums, and strategic partnerships
- Seek resources and develop peer connections within the philanthropic sector to broaden knowledge of relevant concepts, theories, and principles.
- Support program growth by contributing regularly to team and group projects, sharing knowledge and insights to support team and partner efforts.

Other Responsibilities in Support of the Programs Function:

In addition to the core responsibilities outlined above, the Program Officer may:

- Contribute to Programs Function priorities and organization wide initiatives that advance MACP's mission, strategic objectives, and organizational effectiveness.
- 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.

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.

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.

- Bachelor's degree required; a graduate degree in a related field is preferred.
- Five or more years of experience in managing large and/or complex grant portfolios; Foundation experience preferred.
- Strong understanding and knowledge of nonprofit organizations, including how to effectively manage and scale.
- Prior experience and understanding of programs related to ecosystem conservation programs is preferred.
- Five or more years of experience in program development and grant implementation within the environment field, with proven capability to advance and leverage program interests.
- International experience and demonstrated ability to work effectively in a wide range of cultural settings is critical.
- Relevant foreign language skills for effective and culturally appropriate communication are advantageous.

Knowledge, Skills, and Abilities:

- Deep understanding of the conservation sector and how philanthropy can create deeper impact within it.
- Ability to develop peer connections within the philanthropic sector to broaden knowledge of relevant concepts, theories and principles.
- Excellent project management and planning skills, including the ability to organize effectively prioritize tasks, projects and goals, manage time and meet multiple competing deadlines in alignment with organizational and functional priorities.
- Strong collaborative and inclusive communication skills, including ability to quickly develop written materials and maintain a positive attitude under pressure.
- Demonstrated expertise in fostering connections and collaboration across stakeholder groups.
- Ability to inspire and foster trust and confidence in staff, management, and colleagues.
- Possess knowledge and some experience utilizing evaluation and learning tools and practices.
- Experience as a user of grant-management software and tracking systems, such as GIFTS and Fluxx.
- High level of emotional intelligence and the ability to adapt to tone according to the audience being communicated with.
- Proficiency in responding to and resolving complex inquiries and issues.
- Strategic thinker with strong analytical and planning skills.
- Self-motivated and able to work independently.
- High level of personal and professional integrity and ethics.

Intercultural Awareness

- Demonstrated knowledge of and commitment to intercultural communications, including sensitivity to and awareness of how social context, systems, and structures can impact fair treatment, access, opportunity, and outcomes.
- Community service experience working with psychological, physical, and social differences that occur among many individuals and in varied geographies/contexts.
- Deep understanding of systemic barriers that limit full community participation, and the ability to incorporate strategies to support communities in achieving transformative outcomes.
- Experience in addressing biases and fostering fair and equitable outcomes.

Travel

Up to 25% travel.

Compensation and Benefits

MACP has identified a salary range of \$133,000 - \$158,000 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 the [Perrett Laver website](#) quoting reference number **8572**.

The deadline for applications is **August 12th at 12:00 pm CT**. 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/>.