



CLIMATE BREAKTHROUGH REQUEST FOR SCOUTS

About the program: We are a global organization aiming to make an outsized impact on resolving the climate crisis through our model for funding innovative climate action called the Climate Breakthrough Award program. Individuals (or small teams of 2-4) selected for the program receive a multi-million-dollar grant and robust capacity-building resources over a multiyear tenure to design, launch, and scale their new initiatives with strong potential to become breakthroughs. See below for more details.

To identify promising candidates, we leverage a powerful global network of partners, including scouts. Scouts reach out to their networks about the program, look for exceptional social innovators and strategists, conduct initial vetting, and then submit nominations to Climate Breakthrough's selection team for further assessment. We are seeking multiple scouts to identify candidates outside the US in key areas and regions: preventing fossil gas expansion, clean transport & mobility, Europe, South Africa, and the Pacific Island regions.

Position(s): Scout for the Climate Breakthrough Award – preference for scouts working on preventing fossil gas expansion, clean transport & mobility, Europe, South Africa, or the Pacific Island regions.

Term: Approx. September 2025 – February 2026

Contract amount: US\$5,500

Preferred Qualifications

- Strong networks in the target geography or issue area in one or more of the following areas:
 - o Climate NGO community,
 - o Government or policy networks focused on climate-related issues,
 - o Private-sector networks focused on climate-related issues,
 - o Social change/movement building community,
 - o Other climate relevant issue areas such as energy, transportation, food and agriculture, land use, industry, or climate finance.
- Strong understanding of climate-related issues and considerations within target geography or issue area, as well as understanding of potential gaps and areas for social innovation.
- Experience with candidate assessment is a plus (for example, via hiring processes, admission processes, award or fellowship programs, or some other due diligence process).

To Apply: To be considered for one of the scout positions, please fill out this form:

<https://forms.gle/1aiWXsDEa5kMMKp36> by June 20, 2025. For additional questions, reach out to Michaela Koke, Senior Manager of Award Selection, michaela@climatebreakthrough.org.

About the Climate Breakthrough Award program

The Climate Breakthrough Award program is our unique model for funding innovative climate action that can drive systemic change. Its core purpose is to design, test, and refine innovative strategy ideas and approaches to uncover their breakthrough potential for tackling the climate crisis.

We typically select three to five each year to become Climate Breakthrough Awardees. During their multiyear tenure in the program, Awardees receive a multi-million-dollar grant and other critical resources to design, launch, and scale their initiatives with strong potential to become breakthroughs.

Awardees are usually individuals or small teams of no more than four people (not organizations). We are open to candidates from any region, any language, and working on any issue area, as long as the initiatives they pursue, if successful, can lead to transformative changes. More specifically, we look at an idea's potential to significantly reduce global annual greenhouse gas emissions, affect entire industries or regions of the world, and materially change the lives of millions of people.

About the Climate Breakthrough Scout Network

Our process for identifying and selecting Climate Breakthrough Awardees utilizes a network-driven approach, leveraging the expertise and connections of scouts, partners, and collaborators. Scouts play an extremely key role in early vetting of candidates and nominating them to continue on in our process. Scouts are responsible for identifying, assessing, and nominating promising candidates who are driven, innovative, highly strategic, responsive to feedback, and have the capacity to inspire and lead internal and external stakeholders.

This year, we are hiring several scout positions to source candidates working outside of the US. We are particularly interested in scouts with strong networks in the following topics or regions: preventing fossil gas expansion, clean transport & mobility, Europe, South Africa, and the Pacific Island regions, but are open to scouts with other robust global climate connections.

SCOPE OF WORK

Scouts will identify and nominate strong candidates for the Climate Breakthrough Award program.

Candidate sourcing

The primary objective of a Climate Breakthrough scout is to find *high-quality* candidates rather than a large quantity of candidates. The scope of work focuses on time and effort invested in identifying and assessing potential nominees rather than requiring a specific number of candidate nominations.

Scouts are expected to engage in the following activities to fulfill their duties as scouts:

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- Spend requisite time sourcing and vetting strong candidates and submit nominations on a rolling basis.
- Participate in an initial program briefing with the Climate Breakthrough selection manager to discuss key criteria for ideal candidates. The Climate Breakthrough team will be available throughout the duration of the contract to answer questions, give feedback, and provide additional information as needed.
- Check-in at least monthly with the Climate Breakthrough selection manager to report out on promising candidates, concerns, or questions related to sourcing and candidate evaluation. Engage in continuous learning with the Climate Breakthrough team to ensure scout candidate assessment is well calibrated with our own.
- Utilize a variety of approaches to identify potential candidates for the program. Potential approaches can include (but are not limited to) the following:
 - Conduct direct outreach to individuals, organizations, listservs, and other networks to solicit the names of possible candidates for the program.
 - Attend events (virtual or in-person) such as local, regional, national, or international convenings/meetings to network with potential candidates and individuals who can help identify strong candidates.
- Conduct initial candidate vetting, including:
 - Conducting interviews with people and organizations familiar with a candidate's work to assess their fit for the program.
 - Speaking with candidates directly to assess interest, timing, potential strategy idea, and fit for the program.
 - Other research as necessary to assess the fit of the candidate for the program.
- Support the evaluation of candidates in scout's target geography identified by other members of the Climate Breakthrough team, as needed.
- Track all candidates considered and researched through a provided spreadsheet to be given to Climate Breakthrough at the end of the contract.
- Nominate strong leads for the program, using the Climate Breakthrough nomination form, share any interview notes or other illuminating early vetting materials on the nominee, and track the total number of candidates considered throughout the contract. Participate in an interview with the Climate Breakthrough selection manager to discuss each nominee submitted for the program.
- Embrace the principles of openness, transparency, and collaboration with the Climate Breakthrough team in order to foster honest, effective, and thoughtful assessments of candidates and their ideas.
- Participate in a one-hour debrief session at the end of the 6-month contract with the program to capture lessons learned and best practices.

Resources

Climate Breakthrough will provide scouts with select materials to help get the search process underway. All materials will be provided in English, but Climate Breakthrough can cover the costs of translating key materials into other languages as needed. The program is open to candidates who

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do not speak English. Climate Breakthrough can cover the costs of an interpreter or translation services, if needed.

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