



Position Specification

Greentown Labs
Chief Executive Officer

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Our Client

Greentown Labs is a community of climate action pioneers working to make a more sustainable world. As the largest climate tech startup incubator in North America, Greentown Labs brings together startups, corporates, investors, policymakers, and many others with a focus on accelerating climate solutions. Driven by the mission of providing startups the resources, knowledge, connections, and equipment they need to thrive, Greentown Labs offers a variety of business resources, and a large network of corporate customers, investors, and more. With incubators in Boston, Mass. and Houston, Texas, Greentown Labs is home to more than 200 startups and has supported more than 500 since the incubator's founding in 2011. These startups have collectively created more than 9,000 jobs and have raised over \$4 billion in funding. Greentown Labs currently employs more than 50 people with plans to expand in 2023 and an annual operating budget of \$18 million.

For more information, please visit [Greentown Labs](#) and [2022 Impact Report - Greentown Labs](#).

The Role

The Chief Executive Officer ("CEO") will be intrinsically driven by a passion for addressing the climate crisis through entrepreneurship and collaboration and will ensure that Greentown Labs is the leading hub for people from around the world to collaborate in working toward the shared goal of a sustainable, decarbonized future. The CEO will be accountable to the Board of Directors and manage a diverse set of stakeholders comprised of climate tech start-ups and business, government and non-profit partners and investors. The CEO will create an environment and culture internally that enables the team to effectively support entrepreneurs and that unites corporates, public sector, private citizens, and others in support of startups developing climate solutions.

The CEO's specific responsibilities include:

- **Transformational Leadership:** Guide the organization through strategic planning processes, aligning stakeholders around a common and ambitious mission and vision, setting goals collaboratively, partnering closely with the Greentown Labs Board, and ensuring that the team is meeting organizational objectives and key results.
- **Serving Climate Tech Start-ups:** Work closely with staff to build upon and further develop Greentown Labs' support of member companies – encouraging an innovative, collaborative and creative approach to meeting their evolving needs; developing KPIs against which progress can be measured; nurturing relationships with leaders and employees of member companies.
- **Fundraising and Partnerships:** Nurture ongoing funding relationships and cultivate new donors, attract innovative partners to deliver value to Greentown's member companies, and diversify Greentown's revenue base to strengthen financial sustainability as the organization scales. Support start-ups in accessing today's unprecedented level of financial support available to climate tech.
- **External Communications:** Represent the organization's mission and programs among a wide array of stakeholders, be the driving force to articulate a succinct and powerful brand across a diverse array of forums and medias, and build awareness of the organization's valuable role.
- **Operational, Organizational, and People Management:** Provide leadership on all financial, operational, and staff development matters. Display entrepreneurial vigor in designing a sustainable business model, evaluating financial investment, and optimizing impact – paying close attention to both infrastructure strengthening and program effectiveness as Greentown Labs continues to scale, potentially beyond the two existing locations and into new markets. Set a tone for Greentown's culture that allows for effective leadership throughout the organizational structure, exemplifying Greentown's core values.
- **Diversity, Equity, Inclusion:** Bring a proven, authentic, and tangible commitment to diversity, equity, and inclusion. Define the role that Greentown could play in the climate ecosystem with respect to an inclusive and just energy transition. Provide added support to level the playing field for underrepresented founders.
- **Community Convener:** Amplify the effectiveness of Greentown Labs by connecting across the business, government, philanthropic and non-profit spheres. Serve as an influential coalition builder, working in partnership with diverse stakeholders to achieve maximum collective impact.

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Candidate Profile

Greentown Labs is seeking a bold, visionary, and inspirational leader with broad management capabilities in its next CEO. The successful candidate will be passionate about accelerating and amplifying entrepreneurs' work in the climate battle. The successful candidate will possess the ability to help others see the future that Greentown Labs and its member companies can help to create. Simultaneously, they will also be capable of leading Greentown Lab's core operations, infrastructure, and team wellbeing. They will be a person with stature, business acumen, and entrepreneurial vision, capable of leading an organization in a dynamic market during exciting evolution and change.

The successful candidate will have experience working within or in partnership with start-up tech companies and, ideally, working in the climate tech sector.

In terms of the performance and personal competencies required for the position, we would highlight the following:

Setting Strategy

- The ability to create, synthesize and communicate a compelling vision and create an inspiring strategy for Greentown Labs.
- The inclination to seek and analyze data from a variety of sources to support decisions and to align others with the organization's overall strategy.
- An entrepreneurial and creative approach to developing new, innovative ideas that will propel the advancement of climate innovation while strengthening the organization and services it provides.
- The ability to drive impactful and meaningful change while setting achievable and realistic implementation plans that maximize the opportunities for success.

Executing for Results

- The ability to set clear and challenging goals while committing the organization to improved performance; tenacious and accountable in driving results.
- Comfortable with ambiguity and uncertainty; the ability to adapt nimbly and lead others through complex situations.
- A smart risk-taker who seeks data and input from others to foresee possible threats or unintended circumstances from decisions.
- A leader who is viewed by others as having a high degree of integrity and forethought in their approach to making decisions; the ability to act in a transparent and consistent manner while always taking into account what is best for the organization.

Leading Teams

- The ability to attract and recruit top talent, motivate the team, delegate effectively, celebrate diversity within the team, and manage performance; widely viewed as a strong developer of others.
- The ability to persevere in the face of challenges, and to exhibit a steadfast resolve and relentless commitment to higher standards, which commands respect from followers.
- A leader who is self-reflective and aware of their own limitations; leads by example and drives the organization's performance with an attitude of continuous improvement by being open to feedback and self-improvement.

Commitment to Diversity, Equity, and Inclusion

- Demonstrated personal and professional commitment to diversity, equity, and inclusion; displaying cultural competence while operating in an environment with a wide range of constituents and communities.
- Ability to translate an organization's diversity and inclusion values and commitments into specific strategies and actions, including advancing and sustaining an organizational culture of diversity, inclusion, and equity.

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Relationships and Influence

- Naturally connects and builds strong relationships with people, demonstrating strong emotional intelligence and an ability to communicate clearly and persuasively.
- Encourages others to share the spotlight; creates a sense of purpose/meaning for the team that generates followership beyond their own personality and engages others to the greater purpose for the organization.
- Ability to raise awareness and advance an understanding of Greentown Lab's mission, work, and to impact, and inspire trust and followership in others through compelling influence, powerful charisma, passion in their beliefs, and active drive.
- Experienced in building and scaling sustainable partnerships among diverse stakeholders.
- Ability to generate and grow revenue, as well as to cultivate new and innovative revenue streams. Significant experience with and/or aptitude to fundraise with individual, government, corporate, institutional, and foundation donors.

Contact

Inquiries, nominations, and applications are invited. Interested candidates should submit confidentially, a resume and letter of interest to GreentownLabsCEO@RussellReynolds.com.