Pure Earth, an international non-profit organization and leader in global toxic pollution cleanup, seeks a President and Chief Operating Officer. Toxic pollution – the organization’s current highest priority focus – is now broadly recognized as an imminent threat to the environment and humanity, and Pure Earth is at the leading edge of what will be unprecedented interest across political, social, and economic sectors in taking action to address it. Today, Pure Earth serves as the leader of a fast growing movement in pollution intervention and the incoming President will support the organization in achieving continued success, further differentiating Pure Earth’s mission and value-add, and help guide the organization through a period of significant growth as it prepares for its most important work to date.

Toxic pollutants at contaminated sites affect the health of more than 200 million people worldwide. Women and children are especially at risk, suffering neurologic and immune system damage and early death. Despite this crisis, pollution is one of the most underreported and underfunded problems in the world. Since its inception in 1999, Pure Earth has completed 110 environmental remediation projects in 27 countries, improving the lives of millions of people who are most at risk from the threat of toxic pollution. Pure Earth focuses on locations throughout the developing world where human health is most affected by pollution and combines pollution management with legacy pollution remediation efforts to reduce exposure to toxins to local populations, especially children.

Pure Earth has always operated leanly and held an outsized role in putting this critical issue on the map. With approximately 45 employees around the globe and a current budget of $6M, the organization has grown tremendously since its inception and is now preparing to enter its next period of substantial growth. Based in New York, Pure Earth works cooperatively around the world in partnerships that include governments, the international community, NGOs, and local agencies, to design and implement innovative, low-cost solutions to save lives. Many of Pure Earth’s projects are designed to identify, assess, and reduce public and occupational exposures to lead (Pb) contamination and to date has conducted more than 1,000 field assessments of sites contaminated with lead. This type of field work, combined with groundbreaking research and advocacy, has helped elevate ending pollution as a global priority.

Reporting to the Founder and Chief Executive Officer, Richard Fuller, the incoming President will bring operational prowess to strengthen and scale infrastructure needed to expand Pure Earth’s impact in the fight to eliminate pollution. This is a unique opportunity for a passionate and savvy executive to play a pivotal role in ensuring the success of a vital organization and, in doing so, addressing one of the most pressing public health issues of the 21st century. The successful candidate will have a deep appreciation for the mission of Pure Earth; an outstanding record of leadership in managing operations within a dispersed, multi-faceted organization; and a strong understanding of leading-edge approaches for leveraging systems, performance management, human capital strategy, finance, budget management, and other functions for organizational effectiveness within mission-driven organizations. While the immediate responsibilities for the President will be operational in nature, the President will, in time,
have the opportunity to assume greater responsibility for charting the course of the organization, serving as a public face and actively engaging its supporters.

A more complete list of the qualifications and characteristics desired in the President can be found at the conclusion of this document, which was prepared by Isaacson, Miller, a national executive search firm. Applications, nominations, and inquiries should be sent to the individuals listed at the conclusion of this document.

ABOUT PURE EARTH

Pure Earth, formerly known as the Blacksmith Institute, is a leader in global toxic pollution cleanup. Although renamed Pure Earth in 2015 to better reflect its broad mission, the organization has maintained the same core goals since its inception. Founded in 1999, Pure Earth has remained dedicated to reducing public health risks from toxic pollution in low- and middle-income countries. Pollution is responsible for one in six deaths worldwide and has huge economic costs. However, the effects of pollution are not distributed equally as 92% of deaths from pollution are in low- and middle-income countries. Pure Earth identifies toxic hot spots and teaches communities how to improve soil, water, and air quality with cost-effective solutions. To date, Pure Earth has cleaned up toxins in over 120 locations that were affecting almost five million people — 20% of whom were children under six years of age. As a result of Pure Earth’s work to remediate contaminated sites and reduce public exposures to chemicals and heavy metals, people living in these affected areas will live longer and have reduced likelihoods of intellectual impairment, cancer, and other diseases.

More than 3,100 locations in 50 emerging market countries have been identified where people are exposed to toxins at dangerous levels. Pure Earth’s central online database coordinates information on each and creates a platform for it, in collaboration with governments and international agencies, to prioritize interventions. Projects are often chosen with the intent of allowing for scaling up by national or international agencies. As a matter of practice, Pure Earth does not conduct projects without the approval and collaboration of a relevant government authority and as such, in each of its projects, Pure Earth works with municipal, provincial, or national governments. In addition to conducting technical workshops, Pure Earth provides resources and technical expertise to assist countries in developing national strategies, helping to focus government efforts on public health.

Supporting its direct impact in the field, Pure Earth is a leading voice in pollution research and spearheaded the seminal Lancet Commission on Pollution and Health. The report concluded that all forms of pollution (air, water, soil, and chemical wastes) were responsible for an estimated nine million premature deaths — 16% of all deaths worldwide — as well as for the loss of 268 million disability adjusted life-years (DALYs) in 2015. Published in October 2017, the Lancet Commission report has been a key driver of the increased awareness and demand for solutions.

Complex problems require the involvement of many stakeholders to craft sustainable solutions. Pure Earth brings together international organizations, government agencies, research, and technical agencies as well as other NGOs. Pure Earth also works in close collaboration with a variety of international organizations and universities, including the World Bank, United Nations agencies (UNICEF, UNEP, UNDP, and UNIDO), the Secretariats and Regional Centers for the Basel, Rotterdam, Stockholm and Minamata Conventions, Mt. Sinai School of Medicine, Asian Development Bank, the European Commission, the World Economic Forum, the Organisation for Economic Co-operation and Development, and many others. In addition to these partnerships, Pure Earth is the Secretariat of the
Global Alliance on Health and Pollution (GAHP). This global alliance, formed by Pure Earth in 2011, supports the cleanup and elimination of legacy pollution in the developing world. The GAHP is the first effort of its kind dedicated to addressing the threat of toxic pollution on a global scale. The members of GAHP include ministries of health and environment from 23 countries, as well as 27 international agencies, universities, and civil society groups. Since 2012, GAHP has held training workshops in fourteen countries and trained over 400 investigators and 90 government representatives worldwide on how to identify and assess toxic sites.

**Programs and Initiatives**

Today, Pure Earth’s work is oriented around major pollution mitigation and sets standards in the field via its robust research enterprise:

**Children’s Global Lead Initiative**
Pure Earth is the leading organization tackling global lead pollution, which is primarily caused by the improper recycling of used car batteries. This is one of the worst pollution and public health problems in the developing world, with more than a half billion children having elevated blood-lead levels, according to a Pure Earth study soon to be published. Over the past 15 years, Pure Earth has assessed more than 1,000 lead-contaminated sites and conducted a variety of interventions from clean-ups to training indigenous workers in safe practices. As Pure Earth looks to the future, this will be its biggest focus area, and substantial new funding streams will enable significant programmatic and organizational expansion.

**Global Mercury Program**
The Global Mercury Program is designed to identify, assess, and reduce public and occupational exposures to mercury contamination. To date, Pure Earth has conducted more than 500 field assessments of sites contaminated with mercury, with a specific focus on those impacted by artisanal gold mining. This form of mining results in the release of an estimated 1,000 tons of toxic mercury per year, which constitutes about 30 percent of the world’s mercury emissions. To achieve the greatest impact, Pure Earth focuses its mercury program on countries that have high rates of mercury use, and where the organization has a sustained presence and strong links with the mining community and government.

**The Toxic Site Identification Program**
The Toxic Site Identification Program (TSIP) endeavors to identify and screen contaminated sites in low- and middle-income countries where public health is at risk. The TSIP is not intended to be a comprehensive inventory of such sites, but rather is an effort to begin to understand the scope of the problem. More than 3,100 sites have been identified so far in over 50 countries, and data from Pure Earth’s Toxic Sites Identification Program has been used in the publication of several research papers, as well as cited in a number of other publications.

**Journal of Health and Pollution**
The Journal of Health and Pollution (JH&P) is a quarterly online journal of peer-reviewed research and news published by Pure Earth. JH&P aims to facilitate discussion of toxic pollution, impacts to human health, and strategies for site remediation. The journal is grant-funded by the World Bank and the European Union, and there are no charges to readers or authors.
Organizational Overview

Pure Earth’s headquarters in New York, NY, houses staff in core administrative functions, including communications, development, finance, policy and planning, research, and community outreach. Pure Earth maintains six global offices in India, Indonesia, Mexico, Philippines, Russia, and the UK; outside of these offices, staff work globally in Asia, Africa, Eastern Europe/Central Asia, and Latin America/the Caribbean. The entire Pure Earth global team is comprised of more than 45 dedicated professionals, who are experts in their respective fields and bring with them knowledge of the local communities with whom Pure Earth partners. A volunteer Technical Advisory Board of more than 50 senior experts oversees individual projects and program development, providing strategic advice to Pure Earth management and operational staff and informing best practices in pollution management and remediation techniques and operations.

Pure Earth is governed by a Board of Directors comprised of 16 members. They are a deeply committed and engaged group of individuals who are champions of Pure Earth’s mission; they offer diverse professional experience in law, finance, business, communications, environmental non-profit, and academia. The Board is led by Chairperson H. Conrad Meyer III and meets 4 times each year. All Directors contribute philanthropically. CEO Richard Fuller serves as a Director, ex officio. Pure Earth is also supported by a Leadership Council, which is a key group of individuals that work to raise the profile of the organization and accelerate action to save lives threatened by the global pollution crisis. Members include innovative thinkers and world leaders in health, government, business, academia, and the arts.

Pure Earth’s operating budget of $6 million is supported by grants, contracts and donations from organizations including: the World Bank, the Asian Development Bank, the European Union, USAID, and other bilateral agencies, foundations, and individuals. While its philanthropic support has never been stronger, with some notable recent successes in major foundation grants, it is actively seeking new sources of income, especially related to initiatives in lead pollution reduction and mitigation. In FY 2018, 65 percent of revenue came from public sources, 14 percent from corporations, 10 percent from individuals, six percent from foundations, and five percent in kind. Increased awareness about Pure Earth’s mission and the near term prospect of significant, new sources of funding are propelling the organization towards its next phase of growth.

ROLE OF THE PRESIDENT & CHIEF OPERATING OFFICER

As Pure Earth prepares for its next stage of growth, the position of President and COO is being created in order to develop a more mature administrative and operational infrastructure to ensure it will be as impactful as possible. The President must have a high level of project management, budget management, and personnel management and will act as the “connective tissue” between and amongst Pure Earth staff. Additionally, the President will help to coordinate external partners, which is critical to Pure Earth’s growth at this stage. To this end, the president will be responsible for overseeing a wide array of functions, including program management, human resources (including recruiting and hiring, training and development, compensation, etc.); finance and administration (including budget development, reporting, etc.); and establishment of information and system tools and resources to support effective practice and team collaboration. As a member of the organization's senior leadership team, the President will work in close collaboration with the CEO - who will focus primarily on strategy, external communications and development - as well as with the Board of Directors.
In order for this small yet tremendously impactful organization with teams working across the globe to continue to grow and thrive, the President and COO will address the following key opportunities and challenges:

**Support strategic planning, decision-making, and information-flow**

For Pure Earth to continue to grow its impact, it will require more effective infrastructure, including improved systems for gathering information, analyzing strategic options, setting priorities and goals, and making effective decisions. Thus, in alignment with the CEO’s overarching vision, the President will ensure that, as the portfolio grows, internal operations are managed effectively and that the organizational structure continues to support strategic goals. Where new goals are determined in the planning process, the President will devise and implement new systems and processes to support their success, including but not limited to building methodologies that will allow information to be shared readily across teams.

As part of this challenge, the President will also reach out broadly to team members across the organization to identify how they carry out their work currently and to identify operational best practices. In this way, through effective listening and analysis, the President will explore the ways in which a central administrative function and other structures could more effectively support and enable staff members in their shared mission, providing a higher degree of coordination and a greater collective impact.

**Enhance processes for tracking organizational effectiveness**

Pure Earth must become more effective in tracking its progress, both for internal strategic planning goals and to effectively demonstrate a return on investment to donors. Thus, the President will enhance systems for measurement of effectiveness, including tracking and evaluation of progress and performance. The President will help the organization leverage enhanced systems for budgeting and project management to gain strategic insights to improve the Pure Earth’s impact in priority areas and decision-making around funding. As many funders require detailed reporting on progress, it is also important that Pure Earth be able to continuously improve its tracking of activities and be able to show in clear terms the return that each funder’s investment is having toward pollution elimination.

**Serve as a unifying and decisive staff leader**

Pure Earth relies enormously on its highly dedicated and skilled staff. These professionals work from Pure Earth’s central office in New York, NY, and throughout regional offices and site locations across the world. In such a dispersed organization it is critical that staff members are well-directed and share a common sense of purpose and strategy. This requires skillful delegation; consistent internal communication; decisive, transparent decision-making; and setting clear and consistent goals and standards organization-wide. As an international organization, it is paramount that the President has the ability to communicate effectively with a diverse team and to provide sound and actionable direction to staff who are located in many different parts of the world.

Continuing to attract, retain, and develop the strongest possible staff will also be essential. The new President will be expected to continue and extend professional development for all staff members, helping to break through ingrained and entrenched patterns, supportively pushing people out of their comfort zones, and encouraging greater accountability at all levels.
Continue to raise the profile of pure earth and solidify its reputation as a leader in the field

Pure Earth is at the forefront of a new and growing movement in pollution intervention, currently ahead of the curve in raising awareness for this critical, albeit still under-publicized, global crisis. In partnership with the CEO and as a key spokesperson for Pure Earth, the President must set a standard by intellectually and emotionally engaging people at all levels in the mission of Pure Earth – from internal staff to external constituents ranging from local community members to corporate funders – and doing so in a wide range of settings and through various mediums.

The President will ensure Pure Earth is keeping its profile fresh, powerful, effective, dynamic, and nimble. They will oversee the communications and research efforts that position Pure Earth as a force for transformation and as a source of accurate research and practical solutions that will have long-term environmental and social benefits.

Qualifications and Experience

For this unique and important role, Pure Earth seeks a dynamic, highly credible, unifying leader who is deeply committed to Pure Earth’s mission and legacy. The greater and broader a candidate’s knowledge of pollution intervention, epidemiology, toxicology, and public health policy, the better. Operational experience in a growing and dynamic organization is essential. The ideal candidate will bring strength in communication and high-level internal management. As a global organization, the President must appreciate each site’s distinct context and work with Pure Earth’s global team in a manner that is inclusive and respectful of the local culture. The President must be energized and motivated by the prospect of working in close partnership with an engaged CEO, Chairperson, and Board of Directors, and have the flexibility, diplomacy, stamina, and resilience to excel in an environment that is nimble, complex, and highly dispersed. An ideal candidate will bring many of the following professional and personal attributes:

- A passion for the mission of Pure Earth and the highest standards of ethics and integrity.
- Expertise in working as part of a leadership team in driving change management initiatives that have a major impact on organizational effectiveness.
- Expertise in leading complex multi-unit decisions, projects, and systems, including financial, technological, and operational; strong project management skills.
- A track record of success in developing an integrated and collaborative working environment while implementing systems that promote accountability and efficiency.
- A strong “people orientation” and commitment to develop and retain talent throughout the organization.
- Cultural competence to work directly with diverse constituents and communities.
- Experience with the realities of doing work outside of the United States and, preferably, a record of dealing with and solving complex logistical, HR and compliance problems in those environments; bilingual fluency a plus.
- Strong presentation and communication abilities, both written and verbal.
- A collaborative style and ability to work with relevant staff throughout the organization to achieve greater integration.
- Active listener; able to inspire trust and confidence; able to partner with and influence and inform others; high emotional intelligence.
Search for the President and Chief Operating Officer
Pure Earth

To Apply
All inquiries, nominations, and applications with resumes and cover letters may be submitted in confidence to:

www.imsearch.com/7401

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Pure Earth is an equal opportunity organization and employer.