



Director of Program Implementation

[Tradewater](#) is a mission-based company focused on collecting and destroying greenhouse gases. To date, the company has prevented the release of 5.1 million metric tons of carbon dioxide equivalent (CO_{2e}) to the atmosphere, primarily from the collection and destruction of old refrigerants. These are potent greenhouse gases that are distributed all over the world. Addressing old refrigerants is an [essential strategy](#) for preventing catastrophic climate change.

Tradewater is seeking a dynamic and experienced professional to head the company's program in the United States. This position will lead a team of up to 10 people in Chicago and around the country to identify and collect refrigerant equal to about 1 million metric tons of CO_{2e} annually. The Director of Program Implementation will also join a team of directors that work together to increase Tradewater's mission impact globally.

Successful Candidate Profile

- Passionate about the mission and the urgency of impact
- Expert program manager
- Systems thinker
- Fascinated by the challenge of scaling a successful program and optimizing team performance
- Demonstrated ability to build the capacity of key staff and bring about the consistent and reliable performance of a diverse team
- Starts with a deep understanding of the forest, then examines the trees
- Not a micro manager, but intensely accountable for outcomes and demonstrating success across key indicators and operational targets
- Great with data, but not obsessed
- Experienced in budget management and negotiating deals
- Excellent writer and communicator
- Ability to quickly absorb complex and technical material
- At least 10 to 15 years of experience
- Willingness to work in Chicago (preferred)
- Sense of humor

Key Areas of Responsibility

- Direct and support activities of team members to reach operational targets and key performance metrics
- Oversee the day-to-day operations of our refrigerant procurement process
- Participate in company management as part of the leadership team
- Develop and maintain strong relationships with internal and external stakeholders to ensure optimal program performance

- Work collaboratively, negotiate, and engage with key stakeholders to implement the company's refrigerant purchasing strategy
- Design and implement policies and procedures to facilitate efficient and effective operations
- Anticipate or spot barriers to success or program weaknesses and problem solve around those issues
- Develop and implement long-term and annual operating plans aligned with business objectives
- Prepare and implement annual personal development plans for team members
- Develop and enable the integration of best practices across the procurement organization, ensuring the best use of effective sourcing and supply chain tools, techniques and processes

Tradewater offers a competitive salary and a generous benefits package. We provide medical, dental, vision, 401k, cell phone stipend and generous PTO.

If you are interested, please submit a cover letter explaining your interest in this position and why you would be well suited for it, as well as a resume at this link:

[https://app.jobvite.com/j?aj=op25hfwx&s=TW Website.](https://app.jobvite.com/j?aj=op25hfwx&s=TW_Website)

For more information on Tradewater, please visit the website and listen to the Planet Money Podcast, [*Sell Me Your Climate Bombs*](#).