



Pacific Institute
for Climate Solutions

DIRECTOR OF POLICY AND RESEARCH IMPACT

Shape Climate Action Across British Columbia



POSITION DETAILS



Location: University of Victoria, Victoria, BC (Vancouver may be considered)

Term: Three-year full-time appointment (with possibility of renewal)

Salary: \$130,000–\$145,000 annually

Benefits: Comprehensive benefits plan, beginning with an extended health plan in year one

Start Date: September/ October 2026

Application Deadline: July 10, 2026

ABOUT PICS

The Pacific Institute for Climate Solutions (PICS) is a multi-university climate institute encompassing British Columbia's four major research-intensive universities: the University of Victoria, the University of British Columbia, Simon Fraser University, and the University of Northern British Columbia.

PICS catalyzes and mobilizes research, partnerships, and knowledge that advance meaningful climate action. Working at the intersection of research, policy, and practice, PICS helps decision-makers access evidence, expertise, and solutions that support a resilient, low-carbon future.

THE OPPORTUNITY

The Director of Policy and Research Impact is a senior leadership position that offers a unique opportunity to shape climate policy, investment, and decision-making across British Columbia. Reporting to the Executive Director and serving as a core member of the PICS leadership team, the Director provides strategic leadership to maximize the societal, policy, and economic impact of PICS-supported research.

The Director leads PICS' Decision Impact portfolio and team, working closely with governments, Indigenous Nations and organizations, academic partners, industry, and civil society to ensure climate research informs real-world decisions and transformative solutions. The position combines strategic leadership, partnership development, government relations, research mobilization, and organizational growth.

The successful candidate will bring a strong understanding of climate mitigation and adaptation, with particular expertise in greenhouse gas reduction pathways, climate policy, and advancing a clean economy. They will possess a demonstrated ability to bridge research and decision-making while leading teams, programs, and partnerships that create measurable impact.

WHAT SUCCESS LOOKS LIKE

Success in this role will include:

- Expanded uptake of PICS-supported research within provincial, municipal, Indigenous, and organizational decision-making.
- Strong and trusted relationships across government ministries, Crown corporations, Indigenous organizations, universities, and partner institutions.
- Growth, influence, and effectiveness of PICS' Decision Impact portfolio.
- Increased visibility and relevance of PICS within climate policy, mitigation, adaptation, and clean economy discussions.
- A high-performing, collaborative, and inclusive team culture.
- Demonstrated contributions to organizational growth, strategic priorities, and long-term sustainability.

KEY RESPONSIBILITIES

Leadership, Strategy, and Organizational Development

- Serve as a member of the PICS senior leadership team, contributing to strategic planning, organizational development, and operational effectiveness.
- Support the Executive Director in advancing institutional priorities, partnerships, and organizational growth opportunities.
- Lead the strategic direction and delivery of PICS' Decision Impact portfolio and supervise a team of researchers and analysts (currently three direct reports).
- Foster a collaborative, adaptive, and high-performing team culture through mentorship, coaching, professional development, and performance management.
- Support organizational budgeting, financial planning, project oversight, and resource allocation.
- Contribute to endowment planning, strategic fundraising opportunities, and development activities that strengthen PICS' long-term impact and sustainability.
- Demonstrate flexibility and responsiveness in contributing across PICS initiatives and priorities.

Research Mobilization, Analysis, and Academic Partnerships

- Oversee PICS' analytical and synthesis activities to ensure work is rigorous, evidence-based, policy relevant, and responsive to partner needs.
- Guide the design and delivery of commissioned analyses, advisory panels, research syntheses, and targeted projects that address pressing climate challenges.
- Work closely with academic partners across the PICS university network, including engagement with the University Network Committee and affiliated researchers.
- Support PICS-funded researchers, postdoctoral fellows, consultants, and collaborators through effective knowledge mobilization and impact-oriented engagement.
- Maintain awareness of emerging climate science, policy developments, and solution pathways to ensure PICS remains current, credible, and forward-looking.

Reporting, Evaluation, and Accountability

- Lead the preparation of institutional and program-level reports, including annual reports, strategic reviews, and evaluation processes.
- Oversee reporting and accountability requirements associated with funding agreements, grants, and partnerships.
- Collaborate with finance and operations staff to support reporting for externally funded initiatives.
- Develop and monitor meaningful indicators of research uptake, influence, outcomes, and impact.
- Integrate evaluation findings and lessons learned into organizational planning and continuous improvement.

Partnerships, Reconciliation, and Organizational Values

- Build and maintain meaningful partnerships across government, academia, Indigenous Nations and organizations, industry, philanthropy, and civil society.
- Support respectful, reciprocal, and long-term relationships with First Nations grounded in the principles of Truth and Reconciliation.
- Champion inclusive approaches that recognize diverse forms of knowledge, expertise, and lived experience.
- Foster a workplace culture that prioritizes belonging, well-being, inclusiveness, and fairness.
- Demonstrate and promote PICS' values through leadership, partnerships, and organizational practice.

REQUIRED QUALIFICATIONS AND EXPERIENCE

- Master's degree or PhD from a recognized post-secondary institution, with specialization relevant to climate change, climate solutions, public policy, sustainability, environmental management, or a related field.
- Minimum of 10 years of progressively senior leadership experience working at the intersection of climate research, policy, applied analysis, and decision-making.
- Demonstrated experience managing complex programs, projects, budgets, contracts, and multi-partner initiatives.
- Comprehensive understanding of climate mitigation and adaptation, with expertise in greenhouse gas reduction, climate policy, and/or clean economy development.
- Demonstrated experience translating research and evidence into policy, implementation, investment, or organizational decisions.
- Experience working with or advising governments, Crown corporations, municipalities, Indigenous governments, or other decision-making organizations.
- Proven ability to build trusted relationships and partnerships across sectors and disciplines.
- Strong analytical, writing, facilitation, and verbal communication skills for technical, executive, and public audiences.

REQUIRED QUALIFICATIONS AND EXPERIENCE (CONT.)

- Demonstrated people-management experience within collaborative and adaptive organizational environments.
- Commitment to equity, reconciliation, and respectful engagement with Indigenous Peoples, communities, and knowledge systems.
- Ability and willingness to travel within British Columbia, Canada, and internationally as required.

PREFERRED QUALIFICATIONS

- Experience working within British Columbia's climate policy and decision-making landscape.
- Existing networks and relationships within provincial government, climate-related organizations, and research institutions.
- Experience securing philanthropic, government, research, or partnership funding.
- Experience leading interdisciplinary or transdisciplinary teams and collaborative networks.

TO APPLY

Please submit a cover letter and curriculum vitae through the PICS Careers webpage.

In your cover letter, please describe:

- Your experience translating climate research into policy, practice, or decision-making impact.
- Your experience working with governments, Indigenous organizations, and other decision-makers.
- The unique contributions and leadership perspective you would bring to PICS.

Review of applications will begin on July 10, 2026. Preliminary interviews will take place the week of August 3-7, 2026. **The position will remain open until filled.**

If you have any questions or concerns, please reach out to pics.careers@uvic.ca.

PICS is committed to fostering an inclusive, accessible, and equitable workplace and welcomes applications from individuals of all backgrounds and experiences.

In the coming week, PICS will also be posting two forthcoming opportunities to join our team:

- Policy Impact Lead – Mitigation
- Senior Analyst: Climate, Energy, and Economic Policy Analysis

Check the PICS Careers page for more information: climatesolutions.ca/careers/



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