

Future CCOs



The Future Climate Change Officers Fellowship Program (Future CCOs) is designed to connect recent graduates with employer organizations seeking talented climate change practitioners. Centered around this professional talent pool, the program was launched in 2013 and is establishing a professional track for graduates pursuing opportunities in the profession of climate change leadership.

About the Fellows

The fellowship program is designed to deliver compelling business cases for climate change programs focused upon energy and GHG management, supply chain management, adaptation and resilience, incorporating climate science into operational decision making, risk management, etc. The fellows work with employers to develop new climate action programs and thought processes, as well as bring new ideas that will increase support for their related initiatives.

In addition, each fellow is tasked with a specific long-term climate-centric project, to be identified by the employer,

during the program that will lead to the development of a case study to educate that will be used to educate program participants, future fellows, university partners, business partners, and the broader climate community. ACCO and its members and partners provide guidance and counsel to the fellow and employer through this process.

Throughout the fellowship, ACCO provides a stream of educational and professional development opportunities, enabling the fellows to network and collaborate with peers in the program and subject matter experts in the ACCO community.

A Glance at Past Fellows and Employers



Ran Tao
The Coca-Cola Company
Develop internal "carbon fee" system or alternative practical approaches to reducing GHG emissions



Jonathan Chang
City of Las Vegas
Establish a framework for an adaptation plan



Sarah Dallas
WGL Holdings
Develop a carbon reduction strategy for facilities and fleet resources to achieve 2020 greenhouse gas reduction goals



Jennie Cure
Greater Bridgeport Regional Council
Vulnerability assessment of transportation infrastructure and brownfields to climate change and related extreme events



Samantha Baker
Lockheed Martin
Examine opportunities for large-scale clean energy projects and implement a solar power purchase agreement



Alina Rodriguez
The Estée Lauder Companies
Establishing a science-based target for supply chain emissions, engaging suppliers and target scope 3 GHG reduction opportunities.

Learn more about how to create a post-graduate fellowship to help drive climate action at your organization:
www.ClimateOfficers.org/FutureCCOs





Employer Partners

ACCO will recruit prospective fellows and match them based on qualifications, employer needs, and overall fit for the program. Employers will be responsible for overseeing the workload and responsibilities for the fellow, though ACCO provides regular support and guidance, meeting regularly with both employer and fellow. Additional details for employers include:

- An operational audit or assessment should be performed before fellows arrive (or comprehensive climate change strategies and implementation information should be made readily available) so that fellows are best positioned for a smooth transition into the project.
- An integration plan must be established to support the fellow's developing role at the employer – an appropriate level champion should pave the way to ensure that the fellow's work and function are adequately supported.
- Employers should be committed to incorporating climate change response into their operational decision-making and strategies.
- Fellows are required to participate in Future CCOs network meetings (2 per year) that are scheduled during the fellowship term.
- Each fellow must be provided health, vision and dental benefits and reimbursed for approved work-related and/or travel expenses.
- Employers will be asked to provide ACCO with updates on climate change initiatives related to the published case study (and the fellow's work) annually for 2 years after fellowship is complete.

Financials

The fellow's salary will be determined on a case-by-case basis by the employer. Employers will be required to provide a salary range and basic benefits prior to the public posting of the position. Employers may provide financial compensation and full benefits directly to the fellow. However, if direct compensation or employment is not an option, the employer may work with ACCO to establish an alternative arrangement (e.g. contracting ACCO, using a staffing firm). Employer organizations will also be responsible for paying ACCO a \$15,000 per year program fee.

Note: Employers joining the Future CCOs program will automatically be given bronze organizational membership in ACCO during the term of the fellowship.

Contracting Basics

ACCO maintains a flexible approach to contracting each fellowship that enables each employer to structure a contract that is best suited for that organization's human resources, procurement and legal guidelines. To date, we have structured fellows as ACCO employees, ACCO freelancers, direct employees of the employer partner and leveraging third-party staffing providers for the employer partner.

Interested in learning more and hiring your own fellow?

Contact Daniel Kreeger (dkreeger@climateofficers.org)