Climate Safe Lending Fellowship 2023

Programme Overview

Updated on 19 October 2022:
In response to demand from candidates from multiple time zones, we are introducing slight variations to the programme format to make it more amenable for a global cohort. In view of this, we are reopening applications for a limited time until Sunday 13 November 2022. The Fellowship programme will now begin in January 2023 and end in June 2023.
An Overview

Why
Banks and lending institutions urgently require deep transformation from the inside to finance a just and equitable transition to a low carbon future. Banking professionals are faced with the monumental task of setting and operationalising climate commitments in a context of rapid change and uncertainty. The Climate Safe Lending (CSL) Fellowship provides a platform for navigating the net zero landscape to accelerate climate action across the banking sector.

What
The CSL Fellowship is a leadership development programme designed to develop the internal talent in banking to embed and advance climate action within their institutions. Fellows access sector insights and emerging new practice in climate finance in a pre-competitive, collaborative environment. They leave the programme with new tools, skills and multi-stakeholder networks.

Who
Committed climate advocates who are currently employed by a private sector commercial bank that has made a strong climate commitment, and are working to accelerate climate action in their institutions.

When
January 2023 – June 2024 (6 months), with an average time commitment of up to one day per month.

Where
Fully virtual.

Application deadline extended to 13 November 2022

Apply Now

Or get in touch to discuss

Get in touch
And banking has a crucial role to play.

We are at the crossroads of a set of converging crises. With the planet already approaching 1.2 degrees of warming and on track to breach Paris Agreement limits a decade ahead of schedule, drastic action is required to avert catastrophic climate breakdown. Meanwhile, world events including the Covid-19 pandemic and the conflict in Ukraine have exposed the cracks of inequality and injustices which are further widening into gaping chasms.

With the immense scale of capital they deploy and the direct impact of their decisions on the real economy and biosphere, banking institutions have a choice: continue to finance a status quo in decline or lead transformation toward a regenerative and sustainable future.

While banks are declaring a wave of net zero commitments across the globe, these will remain only symbols of progress without the deep transformation of business as usual to close the gap between bank climate targets and real world outcomes.

How does a net zero pathway become operationalised through a bank’s organisational strategies, structures, leadership and culture?

“It’s been really powerful to say, ‘I don’t know’, because it’s called to attention that I need help solving climate challenges by working with others.”

Learning Lab participant
These committed change agents play a crucial role in enabling their institutions to set, plan and operationalise climate commitments. Irrespective of their functional area or seniority, and regardless of whether they are working on climate within their day job or side-of-desk, many climate intrapreneurs fit within one or more of these three archetypes.

**The Pioneer:** Directly develops or implements climate-related strategies, frameworks, methodologies and innovations. Often in sustainability, risk, reporting and strategy roles.

**The Patron:** Creates institutional space (resources, relationships, mandates, protection) for colleagues to experiment and integrate climate into their work. Often P&L owners, senior leaders or individuals with high levels of informal influence.

**The Guide:** Builds organisational capacity around climate, supports allies to navigate internal channels and helps colleagues to embed climate into their day jobs. Often in support functions such as HR and transformation, or informally supporting others side-of-desk.

**All three archetypes are important.** Patrons may have more formal authority to provide access to resources and make decisions within an institution, Pioneers are necessary for experimenting with and implementing new strategies, and Guides are essential for breaking down silos and building capacity across all parts of the bank.
The Climate Safe Lending Fellowship provides structured support over six months for climate intrapreneurs to build their knowledge, networks and skills for transforming their organisations from within, in service of people and planet.

Many other forums focus on the technical aspects of how banks can finance the transition. The Climate Safe Lending Fellowship looks beneath the analytical work required and asks:

What are the underlying systemic dynamics (the structures, relationships, mindsets and values) within banks that inhibit and accelerate progress toward climate goals?

The Fellowship cultivates the leadership practices of climate intrapreneurs to help them bring about these deeper shifts that will align their institutions with a just transition to a climate safe world.

About us

The CSL Fellowship is a programme of the Climate Safe Learning Lab – an initiative of the Climate Safe Lending Network and Finance Innovation Lab.

The Climate Safe Lending Network is an international multi-stakeholder collaborative dedicated to accelerating the decarbonisation of the banking sector to secure a climate-safe world. The Network brings together senior leaders and changemakers from across banks, NGOs, academics, investors, businesses and policy experts to share insights and collectively explore how to play their optimum role in accelerating change.

The Finance Innovation Lab builds power to transform the financial system for people and planet. We cultivate a community of systems-changemakers and work on initiatives that impact mental models and power dynamics in finance for deep, lasting change.
The 2023 Fellowship cohort will focus on the theme ‘Credibility in the climate transition’.

Together we will explore how bank climate champions can enable their institutions to credibly demonstrate climate leadership through progressing on a trajectory that will achieve Paris-aligned climate goals. Fellows will be supported to unlock progress within their banks to align strong climate ambition with rigorous climate action.

The Fellowship will focus on four questions:

1. What does a credible climate transition mean and what does it look like?
2. How credible is the climate trajectory my bank is currently on?
3. What are the barriers to my bank’s climate transition being more credible?
4. What is my role to play in overcoming these barriers and enabling a credible climate transition in my bank?

Read about the theme in this blog.
How your organisation will benefit

We invite banking institutions to support and develop your internal talent who are ready to operationalise and advance your organisation’s climate action.

**Best practice insights:** Fellows will bring back intelligence on successful climate finance approaches that have been proven in peer institutions. This can de-risk their bank’s climate approach and open up competitive advantage from becoming a market leader.

**Organisational transformation:** The Fellowship focuses on more than the technical components of climate finance. Fellows will also gain skills and insights to support their bank’s organisational transformation, capability-building and culture change for the climate transition.

**Effective leaders:** The Fellowship will enhance the motivation, commitment and effectiveness of bank employees, equipping them with the knowledge, networks and leadership skills to accelerate their bank’s progress toward net zero.

**Stakeholder network:** The Fellowship is a programme of the [Climate Safe Lending Network](https://www.climatesafelending.org) and the [Finance Innovation Lab](https://financeinnovationlab.org). Banks will gain access to our collective network of influential bank stakeholders who they can leverage to develop and deliver climate strategies.

Groups welcome:

We encourage up to three employees from different areas of the same banking institution to join our cohort of up to 25 Fellows. We recommend a mix of colleagues from the sustainability function and from core business units to enable integration of programme insights into business as usual. Colleagues can benefit from working together and applying new insights and skills within the same institution.
What past participants say

The Fellowship helped me make and hold time to think about climate action from a different perspective with diverse voices from around the world. Very useful in a busy, fast paced and often stressful space - it was particularly useful to connect with practitioners also in the trenches and learn from each other.

Cllr Rishi Madlani
Head of Climate & Sustainable Finance, NatWest Group & Lead Shareholder, London CIV

The Fellowship helped me look deeper and challenge my own responses and way of doing things so I could become more aware and effective in my interventions. The availability of resources to dip back into and build my own resource library is invaluable.

Belinda Scott
Head of Sustainability, Gulf International Bank

I enjoyed the Fellowship, specifically the insights and experiences brought by the many great Fellows from all parts of the globe. The Fellowship enabled me to reflect and introspect on how I make decisions and how I give effect to what I would like the future to be. It taught me how to step back, listen and see things from different angles. It was a truly enriching experience.

Nehrunaman Pillay
General Manager Research, Land and Agricultural Development Bank of South Africa

Past participants have come from a diverse group of banks and lending institutions, including:

- Bank of the West
- Barclays
- Beneficial State Bank
- Citi
- Capital One
- Comerica
- First Abu Dhabi Bank
- Gulf International Bank
- HDFC Limited
- HSBC
- Land & Agricultural Development Bank of South Africa
- Lloyds Banking Group
- NatWest Group
- NORD–LB
- Ponce Bank
- Triodos Bank

Explore more testimonials and impact examples from our Fellows [here](#).
“Fast trust, honesty, BS free conversation. Genuine connection and listening happening throughout.”

Learning Lab participant
The Fellowship is designed to engage, inspire and propel climate intrapreneurs forward in their efforts to advance the climate agenda within their institution. By joining the Fellowship, you can expect to receive:

### Leadership Insights & Tools
You will gain practical tools and skills to influence change and take transformational action to align your organisation with a just transition to net zero. With opportunities to practice and apply these in your work, you will be more skilled and grounded in your leadership as you create systemic change within your bank towards climate goals.

### Peer Learning & Support
You will be part of regular peer coaching sessions with like-minded colleagues from across the banking sector, benefitting from the collective wisdom of peers while learning coaching skills you can deploy in your work. You will also receive tailored support from the programme team throughout the Fellowship.

### Network & Connections
You will be part of a thriving peer community with whom you can learn and collaborate. You will also have the opportunity to strengthen your cross-sector network through engagement with values-aligned bank stakeholders across finance, academia, sustainability and civil society.

Upon successful completion of the programme, you will be granted the title of Climate Safe Lending Fellow for inclusion on your resume and public profiles. As a Fellow you will gain direct access to the Climate Safe Lending Network to collaborate with a multi-stakeholder community of changemakers all working to accelerate bank climate action.
What we will cover

The Fellowship programme model focuses on individual change as the birthplace of organisational and systems change.

The programme will provide a safe, but challenging, space for you to reflect on who you are as a leader, and learn ways to cultivate the mindsets, relationships and organisational structures that can bring about greater systemic change. You will be guided through four interconnected levels of change crucial to the work of any systemic changemaker.
Who it is for

We will appoint a cohort of 20–25 ambitious banking professionals who are working to catalyse a credible climate transition within private sector, commercial banks with large climate impacts.

The 2023 Fellowship is open to applicants who:

- Currently **work for a private sector commercial bank** that has made climate commitments.
- Are **actively working to catalyse the climate transition** within their institution. We are looking for a diverse range of roles and functions, both within sustainability teams, back office functions and in core business areas.
- **Have a minimum of three years experience in banking** and the potential to influence key internal stakeholders. Applicants with less than 3 years of experience can apply if they are able to demonstrate their potential for impact.

Applicants from other non-bank lending institutions will be considered on a case-by-case basis. We aim for this cohort to reflect the communities that the banking sector serves and impacts, and in doing so, create an inclusive environment for Fellows with diverse experiences and backgrounds. We actively encourage applications from communities that are underrepresented in mainstream banking, including (but not limited to) those with BIPOC and LGBTQ+ identities and people with disabilities.

Geographic focus:

We welcome applications from all over the world. We have welcomed participants from Europe, the Americas, Africa, Asia the Middle East in previous programmes.

For some segments of the programme, we now offer parallel session timings to cater to participants in different time zones. Please ensure that you are able to attend all session times before applying. View session timings on our website: [www.climatesafelending.org/key-dates](http://www.climatesafelending.org/key-dates)
Bring a current challenge

You are invited to bring a current challenge into the programme relevant to your work for climate action. This will allow you to focus your learning and apply it within your institution to make meaningful progress during the programme.

We encourage Fellows to define your challenge in terms of a Critical Shift in your institution that you are (or would like to be) part of creating or enabling. A suitable Critical Shift to explore on the Fellowship is one that:

(i) could be achieved in the next 12 months;

(ii) you can directly or indirectly influence; and,

(iii) would make a significant difference in enabling your bank’s climate transition.

You do not need to know the “how”. This is what you will explore alongside your peers during the programme. You will also receive support through the Fellowship to help you transform your Critical Shift into opportunity.

Examples of Critical Shifts include:

1. A shift from portfolio alignment to the Paris Agreement being a top-level priority of the bank → to business committees taking climate into account together with risk–return considerations in credit decision making.

2. A shift from lending decisions focused only on financial viability → to incorporating climate, social justice and inclusion into lending decisions alongside financial viability.

3. A shift from a lack of colleague capability around sustainability → to compulsory sustainability training for all bank staff.

View more examples of Critical Shifts in the FAQs on our website. www.climatesafelending.org/csl-fellowship-faqs
## What to expect over the 6 months

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<th>January 2023</th>
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<th>March 2023</th>
<th>April 2023</th>
<th>May 2023</th>
<th>June 2023</th>
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<tbody>
<tr>
<td><strong>Content</strong></td>
<td>Opening</td>
<td>Organisational change</td>
<td>Personal change</td>
<td>Interpersonal change</td>
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<td>Closing</td>
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<tr>
<td><strong>Learn &amp; Apply</strong></td>
<td>Opening retreat (2 x half days)</td>
<td>Monthly 2hr workshop; Pre-work and engagement on our online learning platform</td>
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<td>Closing retreat (1 x half day)</td>
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<td><strong>Peer Support</strong></td>
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<td><strong>Deep-dive &amp; Networking</strong></td>
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<td>3 x responsive events to be developed with participants; and invitations to additional Climate Safe Lending Network events</td>
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<td><strong>Tailored Support</strong></td>
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### Fully virtual, combining individual learning and ‘live’ engagement and peer learning:
Apart from the Opening and Closing Retreats where Fellows will gather as a cohort, Fellows will have the choice of joining different parallel sessions depending on their timezone or availability. Please check the detailed programme schedule available on our website to ensure you are able to attend all sessions: [www.climatesafelending.org/key-dates](http://www.climatesafelending.org/key-dates)

### Time commitment:
To make the most of the Fellowship, we encourage you to set aside a minimum of 1 day a month for Fellowship activities. This includes attending all Fellowship sessions, and ideally 30 minutes each week of individual reflection and engaging on our online learning platform. We also encourage Fellows to actively work on their Critical Shifts across the Fellowship by weaving this in as part of their day-to-day work.
Team and Advisors

Facilitation & Programme Team

- **Natalie Tucker**
  Fellowship Co-Lead, Community & Impact
  Climate Safe Learning Lab

- **Jacqueline Lim**
  Fellowship Co-Lead, Learning & Design
  Climate Safe Learning Lab

- **Becca Bartholomew**
  Peer Coaching Lead
  Climate Safe Learning Lab

- **James Vaccaro**
  Executive Director,
  Climate Safe Lending Network

- **Amara Gossin**
  Vice President – Legal, Barclays

- **Alisa Gravitz**
  President & CEO, Green America

- **Jesse Griffiths**
  CEO, Finance Innovation Lab

- **Tjeerd Krumpelman**
  Global Head of Advisory, Reporting & Engagement, ABN AMRO

- **Ally Spencer**
  Intrapreneurship Programme Manager,
  Finance Innovation Lab

- **Gurjinder Khambay**
  Programme Officer,
  Finance Innovation Lab

Programme Faculty & Advisors

- **Ivan Frishberg**
  First Vice President, Sustainability Banking, Amalgamated Bank

- **Celine Suarez**
  Head of Corporate Sustainability and Reporting, Morgan Stanley

- **More Faculty members to be announced...**
How to apply

“For me, the Fellowship was about breaking away from traditional financial services learning and development programmes. I wanted to be a better leader on a topic I feel strongly about. This is the perfect programme to challenge yourself to a new way of thinking, and most importantly, giving you the skills to equip yourself to drive climate action within your organisation.”

Josh Lambert
Senior Manager, Wealth & Insurance, HSBC
# Participant fees

We encourage all applicants to seek support from their organisation to sponsor their participation in the programme where possible. We are able to offer subsidised fees on a sliding scale due to the generous support of our philanthropic donors. For organisations interested in being recognised as a Fellowship programme sponsor and featuring in the Climate Safe Lending Network, please get in touch.

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<tr>
<th>Organisation-sponsored</th>
<th>USD 6,900</th>
<th>Large banks and lending institutions (more than $100bn total assets)</th>
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<tbody>
<tr>
<td></td>
<td>USD 5,500</td>
<td>Medium-sized banks and lending institutions (between $5bn and $100bn total assets)</td>
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<td>USD 4,500</td>
<td>Small banks and lending institutions (less than $5bn total assets)</td>
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**Individual self-funded**

| USD 2,500 | For individuals unable to obtain support from their organisations |

**Group discounts available:** For multiple places from the same organisation: We offer a 10% discount for two places and 20% discount for three places. We will not be able to accommodate more than three places from the same organisation to ensure a diverse cohort of up to 25 Fellows. Each applicant will be assessed individually before being granted a place on the programme.

**Limited bursary places available:** We understand that some applicants may not be able to secure sponsorship from their organisation or self-fund their participation. Limited bursary places will be offered based on need, although we ask participants on a bursary to make a small financial contribution if they are able to. You can apply for a bursary place as part of your application.
Our selection process

Stage 1: Online written application

Eligible applicants will be shortlisted based on:

- **Drive and commitment**: We are looking for individuals who are committed to influencing a just transition to a safer climate from within banking institutions over the medium-term. We are also interested in you as a person, and what motivates you in this work.

- **Demonstrated action**: We would like to see evidence of recent or current work in your institution that is aimed at advancing climate action, within your day job or side-of-desk. We welcome applicants committed to learning through failure.

- **Potential for systemic impact**: Systemic impact means transforming the heart of business as usual. We want to support individuals who show the potential to influence meaningful shifts in core business strategy, operational structures, relationships and culture.

- **Appetite to learn and grow**: The work of creating systemic change involves an ongoing journey of adaptation and growth. We seek individuals who are eager to adapt and change, stretch into new areas of growth, and actively support the development of others in a peer learning community.

Stage 2: Experience session

Shortlisted candidates will be invited to a two-hour virtual Experience Session to experience the peer learning culture of the CSL Fellowship and for us to mutually gauge interest and fit. The session will also support applicants to clarify and refine the challenge they would like to bring to the programme.

Stage 3: Final interview

Further shortlisted candidates will be invited to a 30-minute interview before confirming their place on the programme.

Our final selection will be guided by ensuring a diverse mix of individuals in the cohort (including personal identities, size of institution and the role, function and location of participants) to maximise the learning potential of the group.
Application timeline

Applications close: Extended to 13 November 2022

2hr Fellowship Experience workshop
21 November 2022 (3–5pm GMT, UK-time)

30-minute final interview
Between 28 and 30 November 2022

Fellowship places confirmed: by 5 December 2022

Programme start date: 11 January 2023

Apply Now

Equity, diversity and inclusion

To finance a climate transition that is just and equitable for all people requires those leading the transition within banks to represent the communities most impacted by the climate crisis. For this reason, the Fellowship programme is built on a foundation of diversity, equity, inclusion and justice - including our recruitment process. We are using the blind recruitment platform Applied to enable a fair and inclusive application process. Applications are processed by the Finance Innovation Lab in alignment with our equity, diversity and inclusion policies.
For more information

Visit the website

View programme FAQs and a detailed programme schedule on the Fellowship website at www.climatesafelending.org/fellowship

Get in touch

Email Ally Spencer at ally@financeinnovationlab.org to discuss any questions or register your interest to receive more information

Visit the website

Contact Us
Join the 2023 Climate Safe Lending Fellowship