

Climate Safe Lending Fellowship 2024

Apply by 11 February 2024

Cover photo by Ishan @seefromthesky on [Unsplash](#)

An initiative by



Climate Safe
Lending Network

Fellowship Overview

We are at the crossroads of multiple crises. The planet is already near 1.2 degrees of warming and Paris Agreement limits – indented to avoid catastrophic climate breakdown – may be breached a decade early. Despite the trillions needed for the transition, we see troublesome bank instability (Silicon Valley Bank, Credit Suisse, etc.), and ever-increasing national debt burdens. And on top of it all, the escalation of conflict in different regions and altering migration patterns expose the cascading impacts of climate change alongside the growing cracks of inequality and injustice.

Banking institutions have a choice: Utilise their capital and influence to continue financing a destabilising economy and biosphere or lead transformation toward a just and sustainable future. The gap between symbolic net-zero commitments and the deep institutional transformation needed to achieve targets and real world outcomes remains immense. Banking professionals are faced with setting and operationalising climate commitments amidst rapid change and uncertainty.

The Climate Safe Lending (CSL) Fellowship provides a platform for navigating the landscape to accelerate credible and equitable 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: Courageous, committed climate advocates currently working to accelerate climate action inside banks and other lending/development finance institutions.

WHEN: Three months (21 March to 7 June 2024), with a time commitment of ~two days per month.

WHERE: Fully virtual

Application deadline 11 February 2024

[Apply Now](#)

Why join the Fellowship

We need courageous climate intrapreneurs to drive action.

We define climate intrapreneurs as “finance professionals seeking to embed climate action within the core strategy, operations and culture of their organisations”, 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 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 CSL Fellowship provides structured support over three months for climate intrapreneurs to build their knowledge, networks and skills for transforming their organisations from within, in service of people and planet.

“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.” - Previous participant

About us

The CSL Fellowship is an initiative of the [Climate Safe Lending Network](#).

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 Fellowship began in 2021. It was developed in collaboration with and, up until this year, delivered by the [Finance Innovation Lab](#). We thank them for their continued support and partnership.

How your organisation will benefit

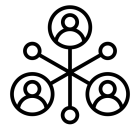
We invite banking institutions to support and develop your internal talent who are ready to operationalise and advance your organisation's climate action.



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 and beyond.



Best practice insights: Fellows will bring back intelligence on climate finance approaches that are gaining traction in peer institutions - as well as those which aren't. This can shortcut innovation and 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 gain skills and insights to support their bank's organisational transformation, capability-building and culture change for the climate transition.



Stakeholder network: The Fellowship is a programme of the [Climate Safe Lending Network](#). Banks will gain access to our collective network of influential bank stakeholders who they can leverage and collaborate with to develop and deliver climate strategies.

Colleagues 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 practice. Read [here](#) about how colleagues can benefit from working together and applying new insights and skills within the same institution.

"I wanted to do the Fellowship alongside colleagues because I work in ESG, and we need climate intrapreneurs outside of ESG - the best solutions will be ones we come up with together." - CSL Fellow

Past participants

Previous cohorts have included participants from diverse banks and lending institutions, and held a wide range of roles across banking.



Past participants have included:

- Sustainability leaders
- Chief Risk Officers
- Chief Operating Office staff
- Commercial Relationship Managers
- Portfolio Managers
- Learning and Development leaders
- Employee network leaders
- Transformation leaders
- Innovation Managers
- Legal representatives

What past participants say



Asa Guilamo (She/Her) • 1st
Head of Climate Strategy at M&T Bank
6mo • 🌱

I have mixed feelings about this 6 month fellowship program coming to an end. I've learned frameworks for systems thinking, applied tools & skills for making change and gained a wider network and peers in the field. It's been challenging and thought-provoking and I've had to dig deep at times. I'm excited to test out the climate intrapreneur tools at my organization with more confidence, but I will miss the bi-weekly sessions with this amazing group of peers. Many thanks to my manager [Erin Komorowski](#) for allowing me to get this experience, to my M&T co-fellows [Marianne Tyree](#) & [Jessica Cowperthwait](#) and the great team at the Finance Innovation Lab and last but not least, my amazing learning partner [Kristin Bloser](#).



The Finance Innovation Lab
2,956 followers
5mo • 🌱

"The biggest change since I joined the Fellowship is that I feel a lot more confident and able to challenge and push back. I'm not afraid to go and ask stakeholders to go back to the drawing board and rethink some of their priorities when I think it's the right thing to do for clients and for our strategic drive.

The main thing that has enabled this change has been all of you: From you sharing your stories, from the coaching sessions we've had, from the tools I've been able to use, but mostly just having this safe space where I can pour my soul out there, no judgments, no hidden agendas, just pure companionship. It's been amazing, so thank you, to all of you for sharing this time with me."



Natalie Crawford (She/Her) • 1st
Sustainability Professional | Climate Safe Lending Fellow
6mo • 🌱

And just like that, this 6 month programme is finished. It hasn't been easy - the sessions demand a lot of focus and openness - but I've learned a lot. Not only has it taught me many tools for improving the effectiveness and impact of my work but it's given me an invaluable network of amazing, like minded people within my own bank and across the world. It was a real privilege to be part of and I'm excited to see what my learnings can help me achieve!



Jasmina Negrini • 1st
Chief Operating Office for Europe and the Middle East at Ba...
5mo • 🌱

What a journey of learning, challenge and connection building this last 6 months have been! I have thoroughly enjoyed being part of such an incredible cohort of banking professionals and working on a critical shift to accelerate the transition to net 0.

The combination of skillfully moderated workshops, insightful speakers, peer coaching and learning partnerships have created opportunities to better shape and articulate my thinking on the transformational change that is required and that begins with a cultural and mindset shift. I feel better equipped and more focused to translate ideas and innovation into action. [Climate Safe Lending Network](#)

Explore the experiences and progress of more previous [Fellows here](#).

Who it is for

We will appoint a cohort of 20–25 courageous banking and lending professionals who are working to catalyse a credible and just climate transition in their institution.

The 2024 Fellowship is open to applicants who:

- Currently **work in a bank or lending institution**. We welcome applicants from all banks regardless of size, or the stage of its journey towards a credible and just climate transition. Applicants from non-bank lending institutions and development finance institutions are also welcome.
- Are **actively working to progress the climate agenda within their institution**. We are looking for applicants from 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 lending 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.

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:

The Fellowship is open to applicants from all over the world, and have previously welcomed participants from Europe, the Americas, Africa, the Middle East and Asia.

Fellowship sessions will take place during Transatlantic time zones. Please ensure that you are able to attend all session times before applying. View session dates/timings on page 11, and on our website:

www.climatesafelending.org/key-dates

Please let us know if you are interested in applying, but are unable to make session timings. We can work with you to explore future alternative arrangements.

What you will get from the Fellowship

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 gain:



Leadership Skills & Insights

You will develop leadership and interpersonal skills to make and influence transformational change to align your organisation with a just transition to net zero. You will also learn and hear from other inspiring leaders doing this work, and reflect on ways to become more effective leaders as you build engagement and momentum in your bank's climate journey.



Practical Tools for Courageous Action

You will learn new tools and systems change approaches, and be able to immediately apply them to making tangible progress on your climate action goals. Outside of sessions, you'll be encouraged to take practical and courageous action, learning from each step to inform the next and leaving the Fellowship with a clear plan and greater confidence in how you take this work forward.



Peer Learning & Network

You will engage in peer coaching and benefit from the collective wisdom of the cohort, becoming part of a supportive network of climate champions across banking. You will also have the opportunity to strengthen your cross-sector network, engaging with external values-aligned stakeholders and members of the wider Climate Safe Lending Network community.

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

Bring a current challenge

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

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) you can directly or indirectly influence
- (ii) could be achieved (or where reasonable progress can be made) in the next 12 months; and,
- (iii) would make a significant difference in enabling a credible and just climate transition in your institution.

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 3 months

Workshops 1 & 2

Build the foundations for learning (including a 'systems' approach), and explore the strategic changes needed in your institution for a credible and just transition to net zero, including what's yours to do in this work.

Workshops 3 & 4

Learn and apply new tools, skills and strategies as part of working on your Critical Shift. Topics will include narratives and framing, working with stakeholders, power and conflict, climate justice principles, etc.

Workshops 5 & 6

Explore the potential for wider systems change beyond your organisation, and develop plans for continued action following the Fellowship, including strategies to build resilience and sustain growth.

Peer learning

Access regular peer coaching sessions, a confidential and supportive space to explore challenges, whilst developing critical coaching skills. Peer coaching sessions will be interspersed with responsive events aimed at exploring emergent topics and developing connections with the wider network.

Individual Support

Receive ad-hoc bespoke support from Fellowship advisors and programme team throughout the programme. This includes two individual sessions which can be used to access coaching or mentoring support.

Programme schedule

Month	Mar				April					May				Jun		
w/c	4	11	18	25	1	8	15	22	29	6	13	20	27	3	10	17
Half-Day Workshops 6 x 3.5 hour workshops to explore the theoretical and practical elements of systems change			●●					●●						●●		
			Thu 21 Mar Fri 22 Mar					Thu 25 Apr Fri 26 Apr						Thu 6 Jun Fri 7 Jun		
Peer Learning 8 x 1 hour collaborative spaces for peer coaching and other responsive events				●	●	●	●		●	●	●	●				
				Thu 28 Mar	Thu 4 Apr	Thu 11 Apr	Thu 18 Apr		Thu 2 May	Thu 9 May	Thu 16 May	Thu 23 May				
1:1 Mentoring & Support Ad-hoc support from programme team, including 2 x (optional) individual support sessions	*Fellows may schedule support sessions when convenient															

Programme timing: Half day workshops will take place from 14.30 to 18.00hrs GMT/BST, and weekly peer learning sessions will take place from 16.00 to 17.00hrs GMT/BST. Visit <https://www.worldtimebuddy.com/> to check timings in your timezone.

Time commitment: To make the most of the Fellowship, we encourage Fellows to set aside a minimum of two days a month for Fellowship activities. This includes attending all Fellowship sessions, and ideally 30 minutes each week of individual reflection, reviewing pre-session materials and engaging with learning partners. We also encourage Fellows to actively work on their Critical Shifts across the Fellowship by making it part of their day-to-day work.

Team and Advisors



Natalie Tucker Social Impact Consultant & Leadership Coach

Fellowship Co-Lead, Community & Impact



Jacqueline Lim Systems Change Coach, Facilitator & Advisor

Fellowship Co-Lead, Learning & Design



James Vaccaro Chief Catalyst, Climate Safe Lending Network

Advisor to Fellowship on Banking & Climate



Michaela Crunkleton Wilson Programme Manager, Climate Safe Lending Network

Fellowship Manager



Aaron Morehouse Executive Director, Climate Safe Lending Network

Advisor on Fellowship Design, Strategy, and Content



Rebecca Self Founder and Managing Director, Seawolf Sustainability Consulting

Advisor to Fellowship on Banking & Sustainability



Lizzie Flower Programme Coordinator, Climate Safe Lending Network

Fellowship Communications Lead



Fellowship Alumni Diversity of Insider Expertise

Advisors, shapers and contributors to programme

Participant fees

We encourage all applicants to seek support from their organisation to sponsor their participation in the programme where possible. For organisations interested in being recognised as a Fellowship programme sponsor and featuring in the Climate Safe Lending Network, please get in touch.

USD 7,450	Large banks and lending institutions (more than \$100bn total assets)
USD 5,950	Medium-sized banks and lending institutions (between \$5bn and \$100bn total assets)
USD 4,950	Small banks and lending institutions (less than \$5bn total assets)

Group discounts available: We offer a 10% discount for organisations sponsoring two or three participants. To ensure a diverse cohort, places are limited to no more than three participants from the same organisation. Each applicant will be assessed individually before being granted a place on the programme.

Limited bursary places available: We have set aside some partial bursary places to support individuals without the financial means to participate. Limited bursary places will be offered based on need, although we ask participants on a bursary to make a financial contribution. 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:

- **Courage, commitment and demonstrated action** We are looking for individuals who are committed to influencing a credible and just transition to a safer climate from within banking institutions over the medium-term, and are able to demonstrate evidence of recent or current work towards this – within your day job or side-of-desk. We are also interested in you as a person, and what motivates you in this work.
- **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: Group Experience session

Shortlisted candidates will be invited to a live two-hour online 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.

Places on the Fellowship will be confirmed following successful completion of the Experience session.

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 and selection process.

Application timeline

Virtual Taster Sessions*

[15 January 2024](#) (13.00–14.00pm GMT)

[26 January 2024](#) (16.00–17.00 GMT)

Online Applications close:

11 February 2024

2hr Group Experience workshop:

Invite-only for shortlisted applicants

27 February 2024 (15.00–17.00pm GMT)

Fellowship places confirmed:

w/c 4 March 2024

Programme start date:

21 March 2024

*Taster Sessions will follow identical formats; prospective applicants may choose whichever fits their schedule better. Attendance or lack thereof will have no effect on application status.

For more information

Visit the Fellowship website at:

www.climatesafelending.org/fellowship

Access programme FAQs at:

www.climatesafelending.org/csl-fellowship-faqs

To discuss any questions, get in touch at:

fellowship@climatesafelending.org

[Apply Now](#)