

Karianne Canfield

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Program director and operations leader with 6+ years building initiatives from the ground up at the intersection of international development, climate education, and cross-sector partnership. Experienced in designing and administering complex programs, managing distributed stakeholder networks across 60+ countries, developing operational infrastructure and data systems, and producing the reporting and communications that keep organizations accountable to their missions. Brings an interdisciplinary foundation grounded in visual culture, Central Asian religious and cultural history, and resource management, alongside published academic research and a completed Master of Science in International Development. Equally fluent in strategic thinking and hands-on execution, and most energized by work that connects people, knowledge, and resources toward community impact.

PROFESSIONAL EXPERIENCE

Worldwide Climate and Justice Education Week *December 2021 – Present*

Program Director, Remote, International

- Led organizational strategic planning processes, supporting the development of Mission, Vision, Results Frameworks, and implementation plans aligned with program objectives.
- Increased programmatic efficiency with documentation, tactical guides, and strategic partnerships.
- Promoted inclusive international participation through multilingual accessibility strategies, prioritizing engagement of Indigenous peoples and underrepresented communities.
- Orchestrated audience growth, expanding contacts to 5,000+ in two years through organic outreach, achieving a 40% open rate and 5% CTR.
- Designed standardized monitoring and data collection systems to inform evidence-based program adjustments and strategic decision-making.
- Contributed to the successful delivery of the 2024 global program cycle, reaching over 60,000 stakeholders through 285 events across 61 countries.
- Coordinated participation by students, teachers, community leaders, and artists across partner organizations.
- Delegated work across 4 graduate interns, a team coordinator, and the executive team.

EdSource, Education Pioneers Fellowship *Summer 2026*

Strategy and Development Fellow, California, Hybrid

- Competitively selected fellow embedded within an education journalism nonprofit to support internal revenue generation strategy and programmatic development for a 501(c)(3).

DailyPay *May 2024 – July 2025*

Growth Operations Associate, Remote, New York

- Collaborated with Engineering, Product Marketing, Studio, and Data teams to lead the marketing launch of 4 new products, establishing a foundational process for cross-functional collaboration.
- Resolved tech integrations and conversion sourcing issues, providing the team with clearer full-funnel view of real-time users, enabling optimization and reactivity.
- Established SOPs and QA standards and developed project management workflows to optimize team SLAs from 12 weeks to 4 on projects, while increasing performance and efficiency.
- Managed \$150,000 quarterly paid marketing budget across four net-new digital channels.
- Collaborated with strategic partners including Visa, Target, and McDonald's on events and marketing campaigns, increasing enrollment by 3%.

Ukraine Aid International *November 2023 – May 2024*

Director of Communications, Consulting, Remote, International

- Supported humanitarian resource mobilization efforts, contributing to the generation of USD 160,000 in funding through targeted digital outreach strategies.
- Translated operational and programmatic documentation into donor-facing communications to support transparency, accountability, and stakeholder engagement.
- Built templated materials for email, social media, and website content enabling positive brand sentiment.
- Maintained direct partner coordination via WhatsApp across languages and time zones, navigating real-time translation needs.

Chicago Coalition for the Homeless *April 2022 – October 2023*

Product Marketing Manager, Chicago, IL

- Coordinated multiple concurrent organizational initiatives, including digital platform development, program design, and public advocacy campaigns.
- Expanded advocacy and programmatic reach to 120,000 new Chicagoans, 14 strategic social service partnerships, and 4 additional coalition nonprofits.
- Led program development and proposal processes for a youth-serving digital platform, including participatory design workshops with 50+ stakeholders.
- Managed annual program budgets up to \$60,000, tracking monthly expenditures, forecasting expenses, and negotiating vendor contracts.
- Prepared periodic progress and results reports for senior leadership and governing bodies.

Common Energy Impact Team *April 2020 – June 2021*

Senior Communications Manager, Remote, US National

- Developed community outreach and advocacy initiatives, including events, educational materials, and training programs, contributing to increased program uptake and a 20% increase in sales.
- Mentored a team of 15 advocates to become effective communicators on state renewable energy programs.
- Supported the Climate Ed Social Media Internship, a digital skills training program reaching 150+ students globally, serving as guest speaker and mentor.
- Collaborated in building comprehensive training and onboarding processes for team members.

VOLUNTEER AND ORGANIZING

Boy Scouts of America, National Youth Leadership Training *January 2014 – February 2017 Connecticut*

- 100+ hours per year organizing, hosting, presenting, teaching, and developing leadership training for scouts ages 13 to 21. Highest serving roles: ASPL of Education and ASPL of Operations.

Rise Climate Movement *September 2018 – September 2019 Organizer, Hudson Valley Region, New York*

- Organized protest at Bard College and coordinated a 3-school collective action, engaging 12 on-campus clubs and gathering 700+ petition signatures, enabling the college to join the UN SDG Accord.

EDUCATION

Antioch University *Master of Science, Resource Management Administration, International Development, Clean Energy and Sustainable Infrastructure, Keene, NH*

Bard College *Bachelor of Arts, Visual Culture, Central Asian Religious Art and Culture, Graduated with Honors, Annandale-on-Hudson, NY*

CERTIFICATES AND AWARDS

- The Green Program, Certificate in Renewable Energies, Iceland, 2025
- The Green Program, Certificate in Water Resource Management, Peru, 2025
- Certificate in Organizing and Advocacy Leadership, 2023
- Completion of Decolonizing Data and Language, 2022

ADDITIONAL SKILLS

Program Design and Innovation: Curriculum development, strategic planning, communications, operating procedures, stakeholder engagement, participatory action research, data tracking and analysis

Partnerships and Community Engagement: Coalition building, network engagement, mentoring, grassroots organizing, advocacy outreach, relationship development, partnership agreements, joint grant applications, shared values mapping

Communications and Marketing: Content strategy, digital marketing campaigns, website and app development and management, science communications, decolonized storytelling, educational materials production, public speaking

Data and Systems: Zapier workflow automation, Tableau, Amplitude, Iterable, Google Analytics, Asana-to-Sheets integrations, CRM platforms, dashboard implementation and training, budget management

Technical Tools: Asana, Monday, Trello, Jira, Microsoft Office Suite, Google Workspace, Zoom, MS Teams, Canva

Languages: Arabic, elementary proficiency, high confidence. Sanskrit, functional proficiency, reads Devanagari script. Latin, functional proficiency. Spanish, elementary proficiency, medium confidence.