

Position Description

Heifer Foundation

President and Chief Executive Officer

Organization

Heifer Foundation (the Foundation) and its partner, Heifer International, envision a sustainable world where hunger and poverty no longer exist. These organizations share a common mission to partner with people in the global movement to end hunger and poverty and care for the earth. Founded in 1990 by Heifer International's Board of Directors, the Foundation has developed, and continues to manage, an endowment to support the work of Heifer International. In 2001, the Foundation spun out of Heifer International to become a separate 501(c)(3) to protect assets of both organizations.

Headquartered in Little Rock, AR, Heifer Foundation and Heifer International are two independent 501(c)(3) organizations that remain closely linked. For over 65 years, Heifer International has operated with the holistic approach of providing livestock, training, education and other services to create sustainable communities while protecting the earth. By partnering with people in the global movement, Heifer International has helped over 10.5 million people in 53 countries and 27 states in the U.S. lift themselves out of poverty.

To support the work of Heifer International, the Foundation has built a permanent base of financial support and has \$60M in assets under management, 17 staff and an annual operating budget of \$2.6M. Each year a percentage of the Foundation's endowment is made available to Heifer International.

The Foundation offers donors a variety of planned charitable giving instruments such as trusts, annuities and bequests. The planned giving products provide donors with financial benefits while allowing them to invest in the expansion and success of Heifer International and other kindred organizations if so requested by the donor. A recent and innovative product of the Foundation is Hope Equity (www.hopeequity.org), which allows individuals, corporations and organization to invest in long-term sustainable giving.

Heifer Foundation's goals include:

- Being among the most respected and trusted fiduciary institutions in the world of philanthropy.
- Increasing the participants in and donations available to the global movement to end hunger, poverty and to care for the earth.
- Ensuring that planned charitable giving is a clear path for donors to participate in this global movement while also providing for their own financial and social needs.
- Exploring new strategies and instruments that will advance the Foundation's mission and that satisfy donors.

Boston

535 Boylston St., 10th Floor

Boston, MA 02116

P 617 572-2833

F 617 572-2834

www.bridgespan.org | www.bridgestar.org

New York

112 West 34th St., Suite 1510

New York, NY 10120

P 646 562-8900

F 646 562-8901

San Francisco

465 California St., 11th Floor

San Francisco, CA 94104

P 415 627-1100

F 415 627-4575

- Ensuring the long-term growth of the Foundation's endowment and the accountability of funded programs.
- Honoring the original intent behind the formation of the Foundation by continuing to grow and strengthen the relationship with Heifer International as both organizations work to fulfill their missions.

For more information, please visit <http://www.heiferfoundation.org>

Position

Reporting to the Foundation's Board of Trustees, the President and Chief Executive Officer will be responsible for driving the organization's overall strategy to meet its goals. With a total staff of 17, the President and CEO will have four direct reports: the Chief Financial Officer; the Vice President of Communication and Marketing; the Vice President of Charitable Gift Planning; and an Executive Assistant and Board Liaison. With the support of his/her team, the CEO will be responsible for:

Fundraising

- Leading fundraising efforts, developing and implementing innovative strategies for new and continued donor education and cultivation.
- Securing and nurturing relationships with donors, developing a nuanced understanding of their individual stories as well as financial and social needs.
- Partnering with and mentoring the Vice President, Charitable Gift Planning, creating a team-based approach to fundraising.
- Evaluating and assessing trends in planned charitable giving.

Leadership & Management

- Consistently keeping the mission and vision top of mind with internal and external stakeholders and motivating them to commit with enthusiasm to its achievement.
- Being the external face and representative of the Foundation, building relationships with and articulating the mission to donors, Heifer International's global partners and the public and private sector.
- Inspiring, leading, developing, and retaining the Foundation's high-performance team.
- Building an effective working relationship with the Foundation's Board of Trustees who define the mission and goals of the Foundation.
- Developing collaborative relationships with Heifer International's leadership team to work creatively and efficiently toward fulfilling the mission of both organizations.
- Refining and further developing the Foundation's strategic plan to ensure the advancement toward its vision, mission and goals.

Operations

- Collaborating with Heifer International's leadership team, ensuring the development of a coordinated seamless and aligned marketing and development function that supports both organizations' interdependent missions.
- Developing and implementing operating plans and budgets to support the long-term strategy.
- Partnering with the Foundation's CFO, providing strategic financial input and leadership.
- Ensuring investments are within Board governance and limitations.

Qualifications

This is an extraordinary opportunity for an inspirational leader with outstanding relationship management skills who is driven by his/her passion for social justice. Successful candidates will have a track record of excellence in cross-functional general management and in representing his/her previous organizations externally. Candidates will be expected to have leadership experience in either foundations, microfinance, charitable planned giving, nonprofit organizations or entrepreneurial social enterprises.

Ideal candidates will have the following qualifications:

- Bachelor's degree required; advanced degree desirable.
- Minimum of 15 years of professional experience with specific accomplishments in executive leadership and general management.
- Proven experience as an exceptional leader and developer of a high-performance team; experience and comfort delegating complex management initiatives.
- Demonstrated ability to lead effectively during transitions and organizational changes.
- Track record of developing and cultivating fruitful relationships that have advanced the mission of an organization.
- Affinity for fundraising and the ability to identify, cultivate and secure new donors.
- Aptitude for learning the intricacies of planned charitable giving instruments; direct experience with these instruments or major gifts, a plus.
- Demonstrated success collaborating with senior executives to create systems and functions that have resulted in greater levels of efficiency and effectiveness.
- Outstanding written and verbal communication skills; experienced and polished public speaker.
- A positive, can-do, empowered and empowering disposition that inspires staff, donors and those external to the Foundation.
- Demonstrated initiative to solve problems with innovation, high energy, a positive attitude and poise.
- The highest character, personal ethics and professional integrity coupled with a sense of humor.
- Comfort with and ability to travel on average up to 1/3 of the time.

Heifer Foundation is an Equal Opportunity Employer and encourages candidates of all backgrounds to apply for this position. The Bridgespan Group, a nonprofit organization, serves diverse organizations and is committed to building high-performing teams that mirror the communities we serve. Please send a cover letter and resume to heiferfoundation@bridgespan.org.