



THE 360 GROUP
— EXPECT THE UNEXPECTED —

Levi Strauss Foundation

Executive Director

Position Description & Candidate Profile

Executive Director

Location

San Francisco, CA

Reports to

Levi Strauss & Co. Executive Vice-President and General Counsel, and accountable to the Levi Strauss Foundation Board of Directors

Our Client

In 1853, Levi Strauss opened a wholesale dry goods business in San Francisco, California that became known as Levi Strauss & Co. In 1873, they received a U.S. patent for "waist overalls" with metal rivets at points of strain. The first product line, designated by the lot number "501," was created in 1890. Since then, the company has been guided by the core value of profits through principles.

As a reflection of this commitment, the Levi Strauss Foundation ("the Foundation"), founded in 1952, advances pioneering social change on the issues and events of our time. Its community partners across the globe reflect and bring to life Levi Strauss & Co.'s institutional values: originality, empathy, integrity and courage. As a corporate foundation with family roots, it aims to take courageous risks in service of these values and strives for meaningful impact over the course of decades, with its core program areas focused on advancing social justice and improving the lives of apparel workers and the communities in which they live and work.

Four years ago, the Foundation launched the **Strategic Response Fund**, in the face of a dislocating policy environment. It has since invested \$5 million to protect the civil liberties of vulnerable communities across the U.S. and abroad – including immigrants, refugees, women, transgender people and religious minorities.

Over the last year, the Foundation launched a \$2 million **voting rights portfolio**, spurring the participation of traditionally disenfranchised Black, brown and indigenous communities in the U.S. democratic process, and a \$2 million **coronavirus relief fund**, bolstering communities bearing the brunt of the pandemic across the globe.

The Foundation has a deep commitment to bolster emerging leaders shaping the future course of social movements in the San Francisco Bay Area, investing \$7.3 million over the last 10 years through its **Pioneers in Justice Initiative**.

The Foundation has a diverse team of six, an annual program budget between \$8.5 and \$10 million (from an annual Levi Strauss & Co. corporate contribution), reserves of approximately \$75 million, and has distributed a total of \$350 million in grants since its inception. The Board of Directors is comprised of 12 members, representing Levi Strauss family shareholders and company management, including the CEO.

Learn more about the Levi Strauss Foundation at www.levistrauss.com/values-in-action/levi-strauss-foundation/

Position Responsibilities

The Levi Strauss Foundation seeks an Executive Director who will be a dynamic, visionary leader with a strong equity lens to guide this corporate foundation in setting and routinely evaluating the relevancy of its mission, and to implement foundation policies and programs globally. The Executive Director will be an employee of Levi Strauss & Co., and will oversee the foundation's assets to ensure they are effectively utilized to advance the foundation's mission.

Reporting to the Executive Vice President and General Counsel of Levi Strauss & Co. and accountable to the Levi Strauss Foundation Board of Directors (which includes representatives from the family and corporate management), the new Executive Director will provide thoughtful strategic and operational leadership, promoting the fulfillment of the foundation's mission. The preferred candidate will have a compelling mix of experiences, skills, personal characteristics and motivations to lead, manage, and advance the foundation's initiatives, grantmaking, evaluation and civic engagement. Serving as the foundation's primary spokesperson and chief ambassador, the Executive Director will inspire confidence with both external and internal audiences while demonstrating superior leadership, management, and communication skills. The Executive Director will inspire and oversee a passionate and skilled management team whose work spans the globe.

The successful candidate will be able to understand the family and corporate legacies (and the intersection between the two); prepare high-quality, considered and succinct board materials; and, facilitate robust and meaningful Board discussions and full participation of Board members. The Executive Director will be responsible for providing strong and innovative leadership to develop and implement programs to enable the achievement of the foundation's overall mission,

supporting the governance of the board, facilitating employee engagement in philanthropy, representing the foundation, and managing a committed team.

More specifically, the Executive Director's responsibilities include:

Driving Program Strategy + Innovation

- Leading the strategic planning process, ensuring that benchmarks are established for measuring success and that the planning cycles recur as appropriate
- Implementing and evaluating an action plan based on the approved strategic goals and opportunities
- Drive impact in two distinct areas: improving lives of apparel workers, and championing social justice causes/leaders
- Striking a balance between “long slow burn” of core portfolios and immediacy of responding to events, such as COVID-19 and threats to democracy
- Bringing the Foundation's impact framework to life:
 - Driving community/system impact, leveraging the intertwined nature of grantmaking and advocacy
 - Influencing the apparel industry and social justice fields
 - Leveraging other funding for the Foundation's grantees and initiatives
 - Driving teaching and learning to bring the Foundation's innovations to scale

Supporting Board Governance

- In collaboration with the Board Chair, developing Board meeting agendas, and regularly providing information to the Board on activities in relation to the mission and progress toward the strategic goals adopted by the Board
- Providing information and recommendations to the Board for setting or revising the foundation's goals and objectives, operating policies, strategic planning and grant making priorities
- Working with the Board and Finance Committee to determine annual and long-term grantmaking and program budgets
- Engaging the Board effectively, both during and between meetings
- Translating, filtering and prioritizing issues and current events to identify the Foundation opportunities
- Partnering with Finance Committee to manage the Foundation's finances

Leading Corporate Engagement

- Serving as values evangelist and driving connections with the icons, heritage and spirit of Levi Strauss & Co.
- Inspiring and engaging employees and senior leaders with the Foundation's work, in no small part by routinely addressing a variety of audiences: the corporate Board, Family Council, Global Leadership Team, town halls, new employees, and Employee Resource Groups

External Representation and Driving Field Leadership

- Serving as spokesperson for the organization, articulating and promoting the Foundation's vision and mission
- Building relationships at the highest levels of the philanthropic sector and the fields the Foundation funds, including serving on relevant boards in the social justice field and working with appropriate trade groups in corporate responsibility
- Driving thought leadership and reputation of the Foundation and grantees
- Developing strategic partnerships with appropriate organizations and people
- Working with Corporate Affairs to field and manage media interviews

Team Leadership

- Building, motivating and fostering a high-quality, diverse and globally-oriented team and work culture
- Developing, establishing and maintaining strong relationships globally within the company and the community
- Creating and encouraging a collegial and participatory work environment where trust, integrity and open communication are valued
- Anticipating trends and issues in business, society and philanthropy as they relate to and inform the Foundation's mission
- Developing, inspiring and providing regular feedback to a high-performing team to "punch above" the Foundation's weight
- Actively modeling diversity, inclusion and belonging practices

Profile of the Successful Candidate

The Executive Director will be a dynamic, effective social justice advocate and leader who is passionate about strategic advocacy, organizational management and development, and the foundation's mission. The successful candidate will possess proven leadership, relationship management, equity acumen, and leadership development experience. The Executive Director could come from a variety of leadership backgrounds; the successful candidate will have a demonstrable commitment to social justice, with experience in other fields, such as working in the public, private, or philanthropic sectors. To be sure, the successful candidate

will have strong values alignment with the Levi Strauss Foundation and Levi Strauss & Co., and unimpeachable personal and professional integrity.

More specifically, the Levi Strauss Foundation seeks a professional who embodies the following:

- Minimum 10 years of experience with social policy, community trends, program evaluation, board relations, financial management, and best practices in social marketing and branded philanthropy
- Minimum five years of experience in a leadership role with a global non-profit
- In-depth knowledge & understanding of the social justice sector
- Ability to identify, develop and maintain strategic relationships with key external stakeholders critical to the foundation's goals and the company's business interests
- Ability to understand the linkage between key business issues and foundation initiatives, negotiating them accordingly and consistently
- Proven ability to develop global partnerships with diverse sectors
- In-depth understanding and appreciation of cross-cultural differences, practices and customs both in the workplace and communities where the company operates
- Demonstrated success in managing complex stakeholder and community relations
- Open and honest communicator and good listener who is open to influence yet willing to provide a strong, personal point of view
- Track record as a valued consultant and advisor to senior management with the ability to influence others and take risks
- Persuasive written and verbal communication skills
- Proven decision-making capabilities, with the ability to be nimble and responsive in the moment – and to the moment
- Demonstrated success in working with boards and other private and public funders
- Understanding of the role and nuances of philanthropy in closely supporting grantee partners
- A communicative and collaborative approach, evidenced through strong written and oral skills as well as strong listening skills
- An inclusive, consensus-building leadership style both in and out of the public spotlight that inspires others
- Solid experience in quantifying and measuring the performance of organizations

- A track record of effective and judicious deployment of financial resources
- Strong integrity and a commitment to professional excellence, combined with values that wear well over the long term

Additionally, the successful candidate will likely have:

- Leadership experience in the foundation, nonprofit, public or private sector
- Bachelor's degree and/or advanced training in related disciplines
- Global experience – lived or professional – and perspective

Start Timeframe

We seek to have someone in place by Spring 2021.

Compensation

This position offers a competitive salary and includes a comprehensive benefits package. We actively welcome all candidates from a wide range of backgrounds who have the skills to fulfill this role – regardless of compensation history.

To Apply

All applications are held in strict confidence. Please submit your credentials and a letter of interest through our private applicant portal to The 360 Group at:

<https://the360group.us/portal/>

Applications should be directed to the attention of Vincent Robinson, Managing Partner. Applications will be reviewed on a rolling basis. Earlier applicants may receive priority consideration. To be considered, The 360 Group encourages all interested candidates to submit their applications promptly, via the confidential applicant portal linked above.

At The 360 Group, we know that a richly diverse mix of professionals makes organizations more effective. Using that principle as our “North Star,” we make diversity a hallmark of our firm, and all of our search engagements.

Learn more about The 360 Group at the360group.us.