



**THE 360 GROUP**  
— EXPECT THE UNEXPECTED —

# Spring Impact

## Director of Partnerships and Growth

### Position Description & Candidate Profile

# Director of Partnerships and Growth

## Location

Remote (United States)

## Reports to

Chief Executive Officer

## Our Client

Spring Impact is a nonprofit consulting firm that supports nonprofits to scale impact to the size of societal problems through a mix of consulting, coaching, and training. Spring Impact has learned through experience that impact at scale is possible when solutions are designed in partnership with the people organizations seek to serve, when strategy is validated through real-world testing, and when financial sustainability is built into solutions from the outset.

The successful candidate will join Spring Impact's exceptional team, which currently includes staff and associates in the United Kingdom and Europe, the United States, and across sub-Saharan Africa. They will work with some of the best talent in the industry, and learn from a diverse mix of critical thinkers and problem solvers.

Spring Impact is an organization that is committed to inclusion. They believe that the impact of their work is strongest when the team has a variety of experience, expertise, and insights to draw from. They are committed to building an inclusive team and strongly encourage BIPOC, women, nonbinary people, LGBTQIA+ people, persons with disabilities, veterans, and persons from other underrepresented groups to apply. Spring Impact takes their responsibility to cultivate a culture of inclusion and justice very seriously, and implements practices like flexible working schedules and organization-wide involvement in DEIJ (diversity, equity, inclusion, and justice) initiatives. Work-life balance is also a priority at Spring Impact.

Learn more about Spring Impact at <https://www.springimpact.org/>!

## Position Responsibilities

Spring Impact is seeking a new Director of Partnerships and Growth to join the organization's leadership team and serve as the most senior leader and ambassador in the US.

This role will drive strategic business Partnerships and Growth to help the organization achieve the next level of its impact. The new leader will work as part of the leadership team to set the vision and a plan for execution to expand Spring Impact's client base and revenue, in the US and globally, while also contributing to the overall strategic leadership, organizational strengthening and delivery of exceptional advisory work. This role will galvanize and amplify Spring Impact's influence by developing key relationships in the US and globally, establishing Spring Impact as a thought leader with a focus on equity, impact, and justice, and meeting the diverse needs of both funders and nonprofits. The new Director of Partnerships and Growth will bring vision and perspective, new relationships and established networks to Spring Impact.

Specifically, the Director of Partnerships and Growth will be responsible for:

*Business Partnerships and Growth*

- Develop, drive and grow the organization's business development strategy in the US. This includes identifying and cultivating strategic relationships with potential philanthropic funders as well as nonprofit partners, and supporting the team to deepen existing relationships with funders and nonprofit partners
- Develop and meet expected revenue targets; current annual revenue is approximately \$4 million
- Lead and provide strategic input into the design and scoping of new programs and consulting and training projects
- Identify and establish value-aligned partnerships with other actors in the social impact ecosystem
- Deeply understand the sector's continuously emerging needs, particularly in the US, and collaborate with the US-based team as well as units across the organization to ensure Spring Impact meets those emerging needs through consulting, training, and open-source resources

*Strategic vision and leadership*

- Serve as a trusted partner to the CEO and key member of the senior leadership team, actively contributing to strategic direction setting, decision-making and organizational development – and providing inspirational leadership and direction in the US
- Collaborate with other units across the organization, providing guidance and support to ensure alignment with overall impact and strategy, further enhancing Spring Impact's culture of innovation, inclusion, and excellence

- Lead internal workstreams and other critical internal strategic initiatives as required
- Lead by example, modeling collaborative, transparent, and inclusive practices

#### *Communication and thought leadership*

- Work closely with the communications team to formulate and execute comprehensive marketing, branding and development strategies that resonate in the US, ensuring consistency throughout the organization and maximizing development opportunities
- Support the creation of compelling communication materials, using data and storytelling, to demonstrate the impact of Spring Impact's work and enhance Spring Impact's visibility
- Serve as the external face of the organization in the US to funders and the broader philanthropy community
- Represent Spring Impact in relevant forums, conferences, and networking events to expand the organization's network and influence
- Advocate for Spring Impact's mission, values, and programs to external stakeholders - this includes promoting equity-focused practices in philanthropy by sharing evidence-based insights and success stories from Spring Impact's work

### Profile of the Successful Candidate

The Director of Partnerships and Growth will be a mission-driven professional who is passionate about development, with a real capacity to deliver results. This leader will have a proven track record of building organizations and partnerships in the nonprofit sector and will be familiar with the ever-shifting US nonprofit and funder landscape, keeping up to date as it evolves. The successful candidate will be entrepreneurial with a market-based, metrics-driven approach to business development and management, and have the ability to support social sector organizations with an array of orientations.

More specifically, Spring Impact seeks a professional who embodies the following:

- Strong networks in – and understanding of – the nonprofit sector, within the US and globally
- Demonstrated alignment with Spring Impact's mission, vision and values

- Proven track record in business development and partnership building within the nonprofit sector, with an emphasis on driving impactful and equitable collaborations
- Understanding of the process and methodology of a consultancy firm or consulting/advisory management
- Understanding of the differences between US-based and non-US based philanthropy – strategies, communication styles and preferences
- Excellent leadership and team management skills, with the ability to work collaboratively in a senior leadership role
- Natural connector of people, with exceptional communication and interpersonal skills
- Ability to represent the organization effectively, and to engage and build relationships with diverse stakeholders in a way that is both proactive and reactive, trustworthy, reliable and relevant
- Strategic and analytical, with the ability to think creatively and translate vision into actionable plans
- Commitment to diversity, equity, inclusion and justice
- Action-oriented, entrepreneurial, adaptable, and innovative in approach
- Ability to work independently and effectively as part of a remote international team
- Willingness to travel up to 20% of the time, primarily within the US but also some international travel

Additionally, the preferred successful candidate may have:

- 10+ years experience in either the nonprofit, foundation or private sector
- Experience working in a consultancy firm or consulting/advisory management and undertaking end-to-end business development
- Experience working outside the U.S. or with global organizations

## Start Timeframe

We seek to have someone in place in Summer 2025.

## Compensation

This position offers a competitive salary range of \$150,000 to \$175,000 plus performance-based bonus and 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 Maureen Capitolo, Principal or Melissa Ulum, Of Counsel. 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](https://the360group.us).**