



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

# Silicon Valley Community Foundation

**California Black Freedom Fund**

**Executive Director**

**Position Description & Candidate Profile**

# California Black Freedom Fund Executive Director

## Location

Flexible (CA)

## Reports to

President and CEO of the Silicon Valley Community Foundation

## Our Client

The California Black Freedom Fund (CBFF) is a five-year, \$100 million initiative to build and sustain the power of Black-led organizations, coalitions, and networks.

This Fund was established and continues to be overseen by a unique partnership between funders and community leaders who will continue the spirit of partnership with Black leaders to develop a new way of philanthropic and community collaboration. Resources will be both pooled and aligned to support movement-building for the kind of deep, social and structural changes that can only be achieved by investing in the infrastructures of Black-based organizations committed to sustained movement-building. The California Black Freedom Fund is being administered by the Silicon Valley Community Foundation.

Black-led organizations working at the forefront of racial justice efforts in California are generally under-resourced, resulting in limited capacity and technical supports necessary to achieve their missions. CBFF's theory of change is to increase the capacity and effectiveness of Black-led organizations which will, in turn, enhance the freedom and self-determination of Black people most impacted by structural racism. CBFF intends to bolster the infrastructure of Black-led organizations working for systemic change throughout California, including but not limited to organizations working on the frontlines to increase access to housing, advance voter education, accelerate economic empowerment and promote restorative justice.

Building on the momentum of activists calling for change, CBFF aims to sustain the leadership of Black networks and communities organized to address the ongoing effects of multiple and interconnected legacies of institutionalized racism. Key outcomes of CBFF include:

- Increasing pipeline of Black leaders in positions of decision-making power

- Increasing and sustaining funding from a diverse set of state and national foundations, corporate and individual donors to strengthen the Black-led organizations at the center of a broader racial justice movement
- Increasing active participation of Black communities to influence local, regional and state level civic matters that impact health, safety, and socio-economic opportunity
- Increasing civic participation within Black communities
- Re-imagining the agenda for racial justice and equality through policy reform and advocacy initiatives
- Strengthening the ecosystem of diverse, multiracial allies in the movement for racial justice

The time is now to strengthen the infrastructures of Black-led organizations and the communities they serve in California.

We invite you to learn much more about the innovative work of the California Black Freedom Fund at <https://cablackfreedomfund.org>!

## Position Responsibilities

CBFF is seeking an Executive Director who will bring passion and creativity to the design and implementation of a transformative, multi-year initiative - a leader to imagine, inspire and bring people together to identify existing solutions and new innovative ideas for changing the trajectory of Black communities in California.

The Executive Director will work directly with the CBFF Executive Committee which is chaired by the President and CEO of the Silicon Valley Community Foundation (SVCF). The Executive Committee will provide regular guidance, perspectives and advice on CBFF's efforts.

The Executive Director will also work in partnership with CBFF's Community Advisory Committee, the Funder CEO Circle (core funders of CBFF) and other funders, SVCF colleagues, and additional community leaders and experts. At this pivotal moment for the racial justice movement, this unique opportunity is suited for an exemplary leader who is adept at long-range organizational assessment and development, program planning and implementation, partner engagement and coordination, and thrives on working with community partners in coalition.

Specifically, the California Black Freedom Fund Executive Director will be responsible for:

### *Program Leadership*

- Designing, building and implementing the CBFF program in concert with the CBFF Executive Committee and SVCF
- Staffing the CBFF Executive Committee and facilitating the CBFF Community Advisory Committee; co-leading funder convenings with SVCF colleagues
- Managing CBFF staff, consultants and vendors
- Managing grantmaking processes in coordination with SVCF grantmaking team
- Supporting the Executive Committee and CEO Funder Circle in ongoing fundraising efforts
- Designing, implementing and managing CBFF's organizational and network capacity building programs for over 100 statewide grantee partner organizations, including policy technical assistance, convening, and shared learning across grantees
- Overseeing the assessment of leadership and organizational development priorities for grantee cohorts in consultation with grantee leaders
- Recruiting and managing a pool of capacity-building and technical assistance providers who will deliver consulting, training, and community-building activities
- Convening grantees and ensuring that high-quality capacity-building support is provided; connecting grantees to specialized advisors and technical assistance providers
- Coordinating grant awards in partnership with SVCF's grantmaking team
- Overseeing organizational and network development progress and providing regular reporting to the Executive Committee, grantee partners and funders
- Representing CBFF capacity building program work and results in public arenas, forums, and fundraising efforts
- Facilitating the design and execution of an evaluation of CBFF

### *Statewide Network Building and Organizational Capacity*

- Continuous assessment of organizational needs, partnership and growth opportunities
- Working with the advisory committee, co-designing an optimal structure for CBFF over the long term
- Provisioning of organizational capacity and leadership development programs
- Connecting grantees to specialized advisors and technical assistance providers
- Facilitating learning and exchange among peer organizations

- Supporting advocacy efforts, including Black-led 501(c)(4) entities and Black-led policy campaigns, organizational development, policy technical assistance, convening, and shared learning

### **Profile of the Successful Candidate**

CBFF seeks a leader who deeply understands movement-building, power-building, capacity-building, and policy change. The successful candidate will be an adept facilitator and a natural collaborator, combined with a deep passion for justice and equity for Black communities and a proven track record of achieving results through coalition-building and managing and motivating committed, high-performing professionals.

CBFF seeks a leader with a personal commitment to Black communities; strong curiosity and the desire to continue learning; a collegial work style; a sense of humor; and the dedication to work hard toward CBFF's mission of strengthening Black-led organizations and movements to help solidify their footing – and the footing of the communities they serve – in the state.

Specifically, CBFF seeks an Executive Director with the following attributes:

- Ten or more years of relevant work experience in the nonprofit sector focused on advocacy, field-building, policy change or community organizing in social change and justice work
- Experience in the equity and/or social justice field; substantive knowledge on the approaches and techniques to promote equity, such as advocacy, organizing, movement-building, and public policy
- Track record of successfully managing and supervising a team of seasoned and experienced staff and consultants who can deliver culturally competent services to Black-led organizations
- Deep knowledge and experience managing large multi-sector projects and leadership development for a range of social change organizations, particularly Black-led organizations working on racial justice efforts
- Significant experience supporting organizational and leadership development within the nonprofit sector and social change context
- Broad knowledge of best practices and emerging trends in the field of organizational and leadership development
- Personal alignment with the mission and values of CBFF, including a deep commitment to advancing racial justice, equity and justice; deep understanding of the experience of Black people and other historically marginalized people

- Knowledge of the ecosystem of influencers that span grassroots campaign leaders, direct service providers as well as structural reform proponents, and a range of strategies they employ to educate, inspire, engage and achieve impact
- Experience in fundraising; specifically, keeping funders engaged in CBFF's work and making it appealing to new funders
- Excellent public speaking skills and ability to engage different audiences, such as foundation, nonprofit, movement, community leaders, and corporate partners
- Demonstrated ability to build good working relationships across diverse partners, including awareness of the complexities and intersectionality of race, ethnicity, gender, sexual identity and orientation
- Proficiency in maintaining high standards of integrity and confidentiality in all relationships with grantee partners, colleagues, grant applicants and other audiences
- Excellent writing skills, including the ability to write clearly, succinctly, analytically, and persuasively
- Adaptability to change, working flexibly and dealing with ambiguity
- A demonstrated commitment to racial solidarity with LatinX, Asian American, Pacific Islander, Native/Indigenous communities in concert with building Black power
- Compassion, a sense of humor and joy, and a commitment to doing the highest quality work

## Start Timeframe

We seek to have someone in place by early 2022.

## 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 Monica Rodgers, Senior Consultant. 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).**