



THE 360 GROUP
— EXPECT THE UNEXPECTED —

Silicon Valley Community Foundation

Vice President, Strategic Initiatives

Position Description & Candidate Profile

Vice President, Strategic Initiatives

Location

Mountain View, CA

Reports to

Executive Vice President, Community Action, Policy and Strategy

Our Client

For the past 14 years, the mission of the Silicon Valley Community Foundation (SVCF) has been to advance innovative solutions to challenging problems. The organization has returned to its community foundation roots - engaging donors, corporations, government and community partners in efforts to make the Silicon Valley region and the world a better place. Based in Mountain View, California, SVCF partners with families, individuals and corporations to manage and facilitate their philanthropy by connecting donors to communities' most pressing needs.

SVCF works to improve people's lives in San Mateo and Santa Clara counties, and partners with donors, companies and other foundations to address regional concerns that affect local communities. Despite the area's great wealth, residents are challenged by so much - dearth of affordable housing and accessible transit, financial instability and the precarious safety and security of immigrant residents, regional planning on these issues, among other issues. The community foundation addresses these and other challenges, including early education and empowering community voices to effect change - specifically, people of color and undocumented residents.

SVCF works closely with donors to understand their philanthropic goals and the best ways to accomplish them. From accepting complex assets and establishing giving vehicles, to facilitating grantmaking and other types of investments, SVCF is committed to ensuring donors make the impact they seek.

SVCF partners with community partners, other foundations, and government leaders to address public policy issues, advance the best ideas and direct its resources swiftly and strategically toward critical issues. The foundation serves as a resource for nonprofit, civic, government and philanthropic organizations.

There are several ways SVCF contributes, including:

- Research: commissioning research to identify emerging issues, monitor trends and provide analysis
- Public forums/Convenings: bringing people together to engage in discussion and problem-solving
- Advocacy: taking positions on critical issues and advocating for policy outcomes
- Initiatives: launching initiatives and special projects, partnering with other foundations, corporations, nonprofits, donors and government agencies on topics or issues of regional importance

We invite you to learn more about the Silicon Valley Community Foundation at <https://www.siliconvalleycf.org>.

Position Responsibilities

Reporting to the Executive Vice President, Community Action, Policy and Strategy, this position will serve as one of the community foundation's key external-facing leaders overseeing the design and implementation of SVCF's strategic initiatives in housing, early learning, and financial stability.

This position will develop, operationalize, and communicate SVCF's strategic initiatives and direction across the organization and to a community of stakeholders. Using SVCF's new strategic direction as a guide, this position will develop initiatives, projects, and policy, as well as align the resources to carry out SVCF's strategy. This position will connect SVCF's strategic initiatives to its community action grantmaking, capacity and movement building initiatives, and community partnerships.

Specifically, the Vice President, Strategic Initiatives will be responsible for:

- Overseeing the design and implementation of SVCF's strategic initiatives in housing, early learning, and financial stability
- Collaborating with leadership in strengthening SVCF's results focus and developing an overall approach to making shifts to reach SVCF's strategic goals, including monitoring progress toward those goals
- Leading the policy agenda on housing, early childhood development and education and financial security to fulfill SVCF's strategic goal of reducing systemic disparities
- Collaborating with teams across the foundation to refine the infrastructure that enables data collection, analysis, and synthesis of data, with the objective of better tracking the impact of SVCF's strategic initiatives on furthering SVCF's equity agenda

- Cultivating and maintaining relationships with foundations, corporations, government agencies, and donors to build support and financial resources for SVCF's strategic initiatives
- Developing an initiatives-focused donor learning agenda and fundraising plan
- Overseeing the development of grantmaking guidelines, convening strategies, research strategies and policy agendas to further the impact goals of the strategic initiatives
- Collaborating with peer groups across SVCF on initiatives that have cross-departmental impact
- Working effectively as a valuable and trusted team member within the Community Action, Policy and Strategy division and across the foundation
- Ensuring an integrated cycle of planning, evaluation, learning, and iteration exists across the initiatives and projects
- Providing management, leadership, and mentorship to the Strategic Initiatives team
- Coordinating with internal teams to advance understanding of SVCF's commitment to reducing systemic disparities in San Mateo and Santa Clara counties

Profile of the Successful Candidate

SVCF is committed to equity, diversity and inclusion, and seeks to continue to build a diverse and inclusive workforce to promote effective work in partnership with all communities and population groups in the region. The Foundation seeks a leader with a demonstrated track record of resource development and donor engagement; commitment to the power of community philanthropy and the common good; strong curiosity and the desire to continue learning; a collegial work style; a sense of humor; the ability to inspire, motivate, and mentor a team of content experts; and the dedication to work hard toward the foundation's mission of promoting philanthropy and improving the quality of life in the region.

Within this framework, SVCF seeks a Vice President, Strategic Initiatives with the following attributes:

- Deep commitment to Silicon Valley Community Foundation's mission, values, and racial justice and equity strategy
- Minimum 15 years of related experience with a proven track record in program management and leading teams in the social sector; alternatively, at least 7 years of strategic consulting experience including extensive work with the social sector

- Excellent analytical, writing, and strategic planning skills
- Ability to innovate upon strategies to increase effectiveness and impact
- Strategic, tactical, and methodical approaches to people and change management, program and community building, innovation, and process improvement
- Outstanding organizational, programmatic, and financial management experience, including the ability to move work from concept to implementation and completion
- Ability to develop thoughtful, effective relationships and dialogue internal and external to SVCF
- Significant experience in the equity and/or social justice field; substantive knowledge on the approaches and technologies to promote equity, such as advocacy, organizing, movement-building and public policy
- Experience with foundation(s) preferred; ideally, in a foundation's program areas related to equity, nurturing movements, community-building in low-income communities and/or communities of color or similar experience
- Demonstrated ability to manage multiple, sometimes overlapping deadlines; establish and negotiate timelines; and ensure timely delivery of high-quality work
- Highest level of personal and professional integrity and respect for others
- Creativity, flexibility, sound judgment, and ability to take initiative and work independently
- Sense of humor, emotional intelligence, capacity for self-reflection and humility
- Ability to work collaboratively and effectively with high-performing peers on shared efforts. The ability to listen and learn from diverse perspectives
- Demonstrated ability to process complex information and present ideas in a pragmatic, compelling manner

Start Timeframe

We seek to have someone in place by Fall 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.