



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

# The LeadersTrust

## Executive Director

Position Description & Candidate Profile

# Executive Director

## Location

Remote

## Reports to

Advisory Board

## Our Client

Winning the transformative, structural changes we need requires a deep belief and investment in people, organizations, and their collective power -- never more than now. The LeadersTrust plays this role. Founded by the Evelyn & Walter Haas, Jr. Fund in 2005 as the Flexible Leadership Awards program, The LeadersTrust has grown beyond its Bay Area roots and has expanded nationally, currently serving nearly 150 organizations with critical capacity building and leadership development support.

The LeadersTrust believes that a deep investment in the leadership and organizational capacity of change makers is critical for success. By delivering responsive, long-term, high-touch investment in the people at the heart of organizations, the work of The LeadersTrust unlocks the radical imagination and inherent power of leaders, organizations, and movements to achieve transformative change.

The core of its flagship model is “multi-year accompaniment,” which reflects The LeadersTrust’s commitment to assisting nonprofit organizations, which are typically grantees of The LeadersTrust’s funding partners, in making meaningful change over a time horizon that is reasonable, executable, equitable and inclusive. Over three years, nonprofits receive organizational strengthening grant funding, a dedicated capacity coach for planning and guidance, and flexibility and support so they can adjust, take risks, and transform. Executive coaches, peer learning and professional development are also made available. Organizations and their leaders and staffs are supported in their strategy-making, fundraising, culture-building, wellness, leadership development, and other supports, which help them achieve the personal, organizational and movement goals they set for themselves. Evaluations have borne out the program’s impact which is growing more robust over time.

The LeadersTrust has a staff of six, an advisory board of three (currently fiscally sponsored by the Tides Center), and a network of more than 45 capacity coaches, consultants, and other partners who are critical to delivering on the model. In addition to the Haas Jr. Fund, The LeadersTrust works with organizations supported by leading funders, including The James Irvine Foundation, The William & Flora Hewlett Foundation, Charles and Lynn Schusterman Foundation, Heising-Simons Foundation and The David & Lucile Packard Foundation, and funding collaboratives, including the Collaborative for Gender and Reproductive Equity. The LeadersTrust enjoys the confidence of funders throughout the nation, as their grantees have benefited directly from The LeadersTrust model, making a much stronger civil society sector.

Learn more about The LeadersTrust at <https://theleaderstrust.org>!

### Position Responsibilities

The LeadersTrust seeks a dynamic leader with a strong equity lens and strong operational skills to guide the organization in executing its mission, implementing its vision and innovating in response to emerging organizational needs. The Executive Director will oversee and innovate on The LeadersTrust's activities to ensure they are effectively aligned to advance the organization's mission and goals.

Reporting to the Advisory Board, the new Executive Director will provide thoughtful strategic and operational leadership. The selected candidate will bring a mix of experiences, skills, personal characteristics and motivations to lead, manage, and advance the organization's initiatives, intermediary role, evaluation and civic engagement. Serving as the organization's primary spokesperson and chief fundraiser, the Executive Director will inspire confidence with both external and internal audiences while demonstrating superior leadership, management, and communication skills.

The successful candidate will be able to develop trust with the Advisory Board and staff; understand the philanthropic ecosystem; have a strong understanding of leadership and organizational development and its connection to broader movement success; prepare high-quality, considered and succinct board materials; and, facilitate robust and meaningful Board discussions. The Executive Director will provide strategic thought leadership and convening to discern, engage, support and champion programs that enable the achievement of the organization's overall mission, supporting the governance of the board, developing and managing a

committed and high-performing teams, and effectively representing The LeadersTrust – and organizational capacity and leadership development issues – throughout the social sector. With an extensive network of successful professionals, a proven model, and stories of impact, The LeadersTrust is poised for the new Executive Director to drive more growth.

More specifically, the Executive Director’s responsibilities will include:

*Strategic and Program Leadership*

- Leading vision and strategic development processes to envision the next chapter of The LeadersTrust in collaboration with the Advisory Board, ensuring that benchmarks are established for measuring success and that planning cycles recur as appropriate
- Implementing and evaluating an action plan based on the approved strategic goals and opportunities
- Harvesting and building on lessons learned from within the organization and outside to strengthen its leadership development and capacity building work
- Driving impact in the organization’s work, lending credibility to grantee organizations, and considering new ways that capacity building and leadership development can shift systems toward equitable and fair participation and outcomes

*Fundraising*

- Partnering with team members to develop and execute fundraising plans
- Cultivating, soliciting, and stewarding significant partnerships and/or gifts from major foundation donors, building strong and trusting relationships
- Developing strategies to expand The LeadersTrust’s web of funding relationships
- Growing and diversifying The LeadersTrust’s fundraising through active engagement with current and prospective donors
- Building and maintaining strong relationships with key foundation and major donors; regularly making direct asks for support, keeping pace with developments in philanthropic giving

*Supporting Board Governance*

- Collaborating with the Board to develop 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 organization's vision, goals and objectives, operating policies, strategic planning and grant making priorities
- Working with the Board to determine annual and long-term budgets

#### *Team Leadership*

- Leading, managing and supporting a small, remote team, requiring well-honed organizational management skills to ensure internal and external successes
- Building, motivating and fostering a high-quality, diverse team and work culture
- Aligning the team, capacity coaches and other stakeholders around the organization's values and trust-based practices
- Actively advancing the organization's work toward enhancing diversity, inclusion and belonging practices
- Creating and encouraging a collegial and participatory work environment where trust, integrity, and open communication are valued
- Anticipating trends and issues facing The LeadersTrust and its program and funding ecosystems as they relate to and inform the mission
- Developing, inspiring and providing regular feedback to a high-performing team

### Profile of the Successful Candidate

The Executive Director will be a dynamic, effective philanthropic leader who is passionate about strategic advocacy, organizational management and development, and The LeadersTrust's mission. The successful candidate will possess proven leadership, team management, fundraising/partnership development, relationship management and equity acumen. The Executive Director could come from a variety of leadership backgrounds; the successful candidate will have a demonstrable commitment to social impact and movement building. The successful candidate will have strong values alignment with The LeadersTrust, and a track record that demonstrates personal and professional integrity.

More specifically, the The LeadersTrust seeks a professional who embodies the following:

- A minimum of 10 years of experience with social policy, community trends, program evaluation, board relations, financial management, and trust-based philanthropy
- A minimum of five years of experience in a leadership role with a non-profit organization, foundation, or advisory enterprise
- In-depth knowledge and understanding of the social sector, and how social change happens both in real time and over time
- A keen intellect that can be brought to bear on a wide range of programmatic and organizational issues
- The ability to convene funders to collaborate on emerging and/or pressing issues facing social movements, leadership development or capacity building
- Astute manager with a high EQ that can oversee a team with care and high expectations
- Strategic thinker with the ability to unify a staff and board around a shared vision and mission
- Ability to identify, develop and maintain strategic relationships with key internal and external stakeholders critical to The LeadersTrust's goals
- In-depth understanding and appreciation of cross-cultural differences, practices and customs both in the workplace and communities where the organization operates
- 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
- Understanding of the role of capacity building in closely supporting grantee partners and their work
- A communicative and collaborative approach, evidenced through being able to manage a geographically dispersed team, enabling the team to work effectively with each other and with external partners, collaborators and networks
- 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

### Start Timeframe

We seek to have someone in place by Fall 2026.

## Compensation

This position offers a competitive salary range of \$200,000 to \$225,000 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, Founder & Managing Partner, Maureen Capitolo, Principal or 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).**