



THE 360 GROUP
— EXPECT THE UNEXPECTED —

Yellow Chair Foundation

Senior Program Officer, Maternal Health

Position Description & Candidate Profile

Senior Program Officer, Maternal Health

Location

Palo Alto, CA and San Francisco, CA

Reports to

Managing Director

Time Requirement

60% Full-time equivalent

Our Client

Founded 22 years ago, Yellow Chair Foundation (YCF) is a Palo Alto-based family foundation that funds local, national and global organizations working in the following areas:

- improving maternal health outcomes and the childbirth experience by expanding access to the midwifery model of care and reducing medically unnecessary interventions in hospital settings with a focus on making birth equitable and just
- advancing climate change solutions that reduce carbon emissions and promote clean energy, including protecting human health and the environment from pollution and toxic chemicals
- advancing educational equity, with an emphasis on college access and success for low-income students, with support of public school teachers and school leaders as they build their practice and improve the learning environment for students who are most in need
- ensuring just, democratic opportunity by defending civil liberties, such as voting rights, guaranteed income and racial justice, and safeguarding freedom of speech and journalism

Yellow Chair Foundation's grantmaking and the family's other philanthropic work have totaled more than \$290 million to date. Last year, the foundation gave \$44 million to more than 150 organizations, with significant growth on the horizon.

The foundation has a long-held philosophy that emphasizes a high level of trust in the leadership of the organizations it funds. Most grants provide general operating support. The foundation seeks to create long-lasting partnerships with its grantees

that align with the principles of trust-based philanthropy and the time horizon needed to create and sustain change on complex social justice issues. The strategy of the foundation is guided by the core values of gratitude and hope, justice and opportunity, urgency, curiosity and humility, and trust and partnership.

The foundation operates with a small, nimble staff that works closely with the founding board members. The foundation prioritizes a straightforward application and review process that enables more grantmaking dollars to go directly to the organizations it supports. Partnerships with other funders are sought regularly to leverage content knowledge and expertise.

The foundation is housed within Pacific Foundation Services, which brings substantial strategic expertise through a staffing model that enables multiple foundations to each be more efficient and effective. Staff members benefit from colleagues from diverse backgrounds who work across more than 30 foundations and have a wide range of program knowledge. The employer of record for this role will be Pacific Foundation Services, which offers competitive salaries and benefits, professional development opportunities, and a collaborative work environment. Learn more about Pacific Foundation Services at www.pfs-llc.net.

Program Description

The Maternal Health portfolio encompasses two primary strategic priorities: expanding access to the midwifery model of care, and reducing unnecessary cesareans and other unnecessary medical interventions in hospitals. The portfolio takes a systems change approach and funds a wide range of levers to advance the work including policy advocacy, movement building, quality improvement initiatives and payment reform. Increasing demand among consumers, health systems and providers for better and more respectful maternity care among consumers is a significant focus of the work. Within expanding access to the midwifery model of care, the foundation's focus areas also include: promoting the scale and spread of birth centers; and increasing the size and diversity of the midwifery workforce. The focus on unnecessary medical interventions in hospitals aims to reduce cesarean rates safely in the United States. Because birth is an all but universal experience, and a deeply personal one, the Maternal Health portfolio aims to improve the experience for all women and birthing people in the U.S., while also recognizing and responding to the unacceptable inequities in maternity care.

Position Responsibilities

The Senior Program Officer, Maternal Health will be a dynamic, engaged contributor to the overall efforts of Yellow Chair Foundation, but also focused on the successful strategy and execution of this portfolio.

The Senior Program Officer for Maternal Health's core responsibilities include developing and implementing the funding strategy and managing the on-the-ground execution of YCF's maternal health grantmaking. The Senior Program Officer also helps research and ensure continuous improvement within the program, analyzing and evaluating information and situations to strengthen program strategy and increase impact in the context of a lean family foundation with a culture of collaboration, continuous learning, and evolving processes. In all facets of responsibility, the Senior Program Officer ensures that PFS's key values of generosity, respect, integrity, inclusion, commitment, and humility are upheld.

Specifically, the Senior Program Officer, Maternal Health will:

- Work with the YCF Founder and Managing Director and the broader YCF team to continue to deepen program strategy that improves maternal health outcomes and the childbirth experience in the United States
- Engage directly in program activities, including research, prospecting, performing due diligence on grant applicants, inviting proposals, and preparing docket materials to assist the board in making decisions on prospective grants, and advising the Managing Director and Founder on current and prospective grant applications
- Deepen current and developing relationships with a broad range of public, private, and nonprofit partners; work collaboratively to identify strategic approaches for advancing the portfolio and field, becoming a trusted presence in the sector and region
- Continually survey the local, regional, and national landscape to identify emerging innovations, policy opportunities, and trends, furthering partnerships in the portfolio's area of focus and in philanthropy
- Work with applicants and grantees on all aspects of outreach and the grantmaking process
- Participate in developing methods and systems to assess the impact of grants and programs; review and respond to grantee communications
- Provide thoughtful and relevant support and assistance to prospective and current grantees and partners
- Identify ways to support building capacity among grantees and funders by developing and supporting shared learning and field building to amplify maternal health improvements
- Prepare written materials for senior leadership and board review
- Maintain client confidentiality in all communications with the public and use discretion when discussing PFS business
- Collaborate and share information with colleagues within YCF and throughout the PFS portfolio, as appropriate

- Participate in PFS-wide activities to build collegial culture and encourage cross-organizational learning

Profile of the Successful Candidate

Yellow Chair Foundation seeks a Senior Program Officer, Maternal Health who is a content expert in maternal health care. The successful candidate will be curious in nature, analytical in approach, and committed to and knowledgeable about the maternal health landscape, and solutions to disparities – in both opportunities and outcomes – throughout the maternal health care system. The successful candidate will be creative and entrepreneurial, combining a collaborative sensibility and work style with the ability to deliver and execute on innovative ideas and solutions that serve the goals of the portfolio and the entire organization.

The successful Senior Program Officer, Maternal Health will demonstrate a broad knowledge of perinatal health, maternity care, and physiologic birth, and a passion for promoting equity in general, and within this particular focus area. This professional will possess excellent interpersonal, collaboration, and communication skills. The new Senior Program Officer will have a set of experiences that helps them to understand the disparities in maternal health care, and what resources could be strategically deployed to address them. Additionally, the Senior Program Officer will have a strong work ethic and a drive for excellence, with high personal and professional standards of accountability.

More specifically, Yellow Chair Foundation seeks a professional who embodies the following:

- Significant work experience in the maternal health sector, preferably in a variety of roles on both sides of the grantmaking process
- Knowledge of maternal health within the context of health care systems, purchasers, payers and policymakers
- Experience working with and developing the connections between birth justice, equity, and maternal health outcomes
- An existing network in maternal health, including leaders, practitioners and funders; the ability to develop partnerships with and learn from other funders
- Knowledge of local, state and/or national maternal health policy
- Working knowledge of best, promising, and emerging practices and innovations in the maternal health field regionally and nationally
- A willingness to challenge conventional thinking coupled with the ability to collaborate effectively and encourage dialogue

- Thought leadership and the ability to collaborate with and guide the YCF team, board of directors, grantees, and partners on issues of maternal health
- Excellent organizational and project management skills; experience developing and applying strategies to operationalize YCF's programmatic goals is desired
- Outstanding relational, interpersonal, and collaboration skills, both internally and externally, with a coaching style and a learning mentality
- A communication style that reflects clarity, authenticity, confidence, and approachability, along with the ability to balance different perspectives
- Excellent written and oral communication skills; effective, engaging facilitation and presentation skills
- Ability to handle sensitive information confidentially and with discretion
- Adept at working with people from diverse backgrounds, including staff of grantee organizations, client boards of directors, high net worth donors, and those with divergent political and world views
- Empathy and respect for those who do the hard work of developing and raising money for programs and organizations
- Openness to feedback as a means to personal and professional growth
- Demonstrated commitment to PFS values of generosity, respect, integrity, inclusion, commitment and humility

In addition, the successful candidate will have flexibility in the weekly schedule to accommodate busy periods, essential meetings, and timely response to priority internal and external communications.

Start Timeframe

We seek to have someone in place in Summer 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 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.