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THE GEORGE GUND FOUNDATION

Senior Program Officer for Economic Development,
Community Revitalization & Democracy Building

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Cleveland, OH

ABOUT THE GEORGE GUND FOUNDATION

The George Gund Foundation is one of the leading Foundations in the Midwest and is looked to as a national leader on how a foundation can help shape the landscape of a region. The Foundation is known for its strategic partnerships with organizations in the Cleveland area and its interdisciplinary approach to strengthening society. Established in 1952, the Foundation's primarily urban focus extends to the illumination of public policies and support of nonprofit advocacy on important issues at the local, state and national levels.

The history of the Foundation reflects a deep commitment to the Greater Cleveland community that was the home of its founder, George Gund. The Foundation's philanthropic stewardship of the region derives not just from its history, but also from a belief that Cleveland can continue to develop original responses to urban issues and from a hope that collaborations across boundaries can create a crucible of innovation in all fields of endeavor. Moreover, the urban emphasis of the Foundation's work stems from a belief that thriving cities are one of the nation's best hopes for addressing essential problems such as climate change, inequality and the functioning of democracy. This focus is especially vital in an era of diminished government involvement in urban issues, intensifying globalization and heightened awareness of the central role of regions.

Over the years, the Foundation's program objectives and emphases have been modified to meet the changing opportunities and problems of our society, but the Foundation's basic goal of advancing human welfare remains constant. Today, the Foundation has program areas in the arts, economic development and community revitalization, education, environment and human services. Although there has been no democracy program area, serious questions about the fairness and functioning of American democracy have led the Foundation to invest in efforts to effectively respond. Due to the increasingly complex interrelatedness of these issues, the Foundation's work has become ever more interdisciplinary.

The Foundation is located in Cleveland, Ohio, which has experienced notable but uneven revitalization in recent years as Northeast Ohio transitions from its heavily industrial past to a more diversified, knowledge-based economy. Cleveland perennially surprises people who are new to the community with its amenities, attractiveness and quality of life.

The Foundation has approximately \$550 million dollars in assets, an annual grantmaking budget around \$27 million and a staff of 12. The Foundation's 9-member Board of Trustees is comprised of Gund family members as well as independent trustees from the Cleveland community.

The George Gund Foundation is an equal opportunity employer and pursues equity in all of its work, including hiring.

For more information on the George Gund Foundation, please visit: www.gundfoundation.org.

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THE OPPORTUNITY

The Senior Program Officer will lead the Foundation's grantmaking in economic development and community revitalization. This role also requires overseeing the Foundation's increased attention to democracy-building, which touches all of the Foundation's grantmaking. This addition to the staff team will increase capacity in existing program areas as well as for galvanizing democracy and civic engagement work.

Evidence of Cleveland's transformation is apparent in many places and the Foundation has played an important role in much of that change. Downtown, University Circle and other neighborhoods have seen substantial investment. The regional economy has made great strides toward diversification. But the revival is uneven and has not yet touched many neighborhoods and people in need. Furthermore, the transition away from an economy overly concentrated in heavy industry can be painfully slow with many attendant human, social and environmental issues. Racial disparities in employment, incomes and wealth remain distressingly pronounced. Yet, the community also has many assets on which it can build a successful future. These include global leadership in many aspects of health care, abundant fresh water resources in a time of growing shortages, a premier arts and culture community, and a deeply experienced network of community-based and nonprofit agencies that are devoted to addressing tough issues.

The Foundation is keenly aware that successful pursuit of a meaningful strategy on any of these challenges is intertwined with the capacity and commitment of government at all levels. The Foundation has a long history of supporting policy advocacy in all of its program areas but in recent years heightened concern for the fairness and functioning of American democracy has prompted greater attention to fundamental dimensions of our government system. These include issues such as voting rights, fair legislative apportionment, money in politics, and effective journalism. Most of the Foundation's program staff have been involved in this work but the Senior Program Officer will become the lead steward of this work and will help the team infuse a democracy-building lens throughout the Foundation's grantmaking and other efforts.

The Senior Program Officer will be a key leader in Cleveland's efforts on all of these challenges. S/he will help to advance the Foundation's work, community initiatives and policy advocacy. S/he will be regarded as an organizer, convener and trusted advisor and will partner with other organizations and government entities to shape the community landscape well beyond the scope of the Foundation's grantmaking. The anticipated grantmaking portfolio under this position is approximately \$4 million per year.

CANDIDATE PROFILE

The Senior Program Officer for Economic Development, Community Revitalization & Democracy Building will be a key member of the Foundation's senior leadership team. S/he will be a high-energy, high-integrity, self-motivated individual who is deeply invested in strengthening communities, with a strong interest in community and economic development and a passion for justice. S/he will be a natural collaborator who will have the skills to be a leader in the foundation, in Cleveland and beyond. S/he will have experience and skill guiding

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organizations toward equitable and inclusive impacts. The Foundation has a deep commitment to racial equity and inclusion and seeks a highly diverse pool from which to select the strongest candidate for this position. African-Americans and other underrepresented minorities who match this candidate profile are strongly encouraged to apply.

The ideal candidate will have the following professional and personal qualities, skills, and characteristics:

A Passion for the Mission

The Senior Program Officer will have a true passion for the mission of the Foundation, for addressing the problems of democracy and will have or will acquire a commitment to strengthening the Greater Cleveland community. Working in close collaboration with the staff and Board, s/he will help to achieve the greatest possible impact through the Foundation's grantmaking and will work tirelessly to advance equity in the region. S/he will have a broad understanding of the tools of community-building, including organizing, issue framing, and advocacy. S/he will seek to implement creative and strategic grantmaking to enhance the impact of those tools. S/he will inspire and motivate others and exhibit a wide-ranging curiosity and interest in the lives of older industrial cities, particularly Cleveland.

Critical Thinker

The Senior Program Officer will have a deep understanding of the key issues surrounding economic development, community revitalization and democracy building. S/he will have a demonstrated ability to navigate these issues diplomatically and an understanding of the policy-making process and the political dynamics of cities. The Senior Program Officer will have strong analytic skills and will have the ability to think creatively and collaboratively about the broad goals of the Foundation, while remaining focused on details and follow-through.

Cultural Fit

The Senior Program Officer will have a seriousness of purpose and a deep appreciation for the Foundation's work. S/he will be joining a strong, healthy team, with a dedicated Board, and will embrace and contribute to the Foundation's collegial culture. The Senior Program Officer will have a deep appreciation for the role of the Foundation and will actively seek partnerships for the betterment of the community, avoiding bureaucratic hurdles to achieve shared missions. S/he will have an effective balance of confidence and humility, a strong sense of humor and will work extremely well with others.

A Relationship Builder and Collaborator

The Senior Program Officer must be able to build and sustain excellent relationships both internally with the Board of Trustees and Foundation staff, as well as with key community members and other stakeholders. The Senior Program Officer will be a demonstrated team player and will be a key leader in Cleveland and in the national foundation community. S/he will be seen as trusted advisor to grantees and other organizations, working to support economic and community development in Cleveland and beyond. It is imperative that s/he is able to treat others with respect and always stay true to the values of the Foundation. Moreover, the ideal

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candidate is an individual of unquestioned integrity, ethics and values; someone who can be trusted without reservation. S/he will have insight about the power dynamics that exist in a foundation's relationship with its stakeholders and will have experience navigating that relationship with appropriate transparency and respect. S/he will have broad experience building strong working relationships across lines of difference, including gender, sexual orientation, race, ethnicity and class.

Communication

The Senior Program Officer will be an exceptional communicator. S/he will have superior written and verbal communication skills, including the ability to write clearly and succinctly under time pressure and to make well-organized, strong verbal presentations. The Senior Program Officer will have an ability to listen to others and learn from their best ideas and exhibit an intellectual curiosity, approachability and openness to input from all levels of staff. S/he will be able to work independently and as a team member in a collegial atmosphere where differing viewpoints and give-and-take are expected and encouraged.

CONTACT

Koya Leadership Partners, the national executive search firm that works exclusively with mission-driven clients, has been retained for this search. Alexandra Corvin and Ally Johnson are leading the engagement.

To make recommendations, or to express your interest in this role, please email Koya directly at GeorgeGund@KoyaPartners.com. All inquiries and discussions will be considered strictly confidential.