



KORN FERRY



INDEPENDENT
SECTOR

Position Specification

Independent Sector (IS)

President & Chief Executive Officer (CEO)

2022

POSITION SPECIFICATION

Position	President & CEO
Organization	Independent Sector (IS)
Location	Washington, DC
Reporting Relationship	Board of Directors
Website	https://independentsector.org/

THE OPPORTUNITY

As a national leader with a long legacy of policy influence and voice, and a recent innovator in the ways it has built and sustained relationships within the larger changemaker community, Independent Sector (IS) stands out among other infrastructure organizations. Representing 500 members and thousands of other diverse leaders from across nonprofit, philanthropy, academia, business, community-based organizations, and government – the organization is uniquely positioned to understand the trends of leadership, social change, and usher in a new set of inspirational and equitable goals for the sector.

IS was traditionally a defender of nonprofits and foundations who carry the social good burden for the nation, and the organization has shifted in recent years to center results and racial equity within the strategies it deploys. The IS vision now sets a tone of aspiration for a nation we wish to see – one that is equitable, just, and a place where all people belong and thrive.

Serving as an ambassador and catalyst for the field, the next leader for IS will be a courageous and innovative advocate for the change necessary for the advancement of the nonprofit sector. Well respected in the country, this individual will bring strengths in managing diverse stakeholders, building partnerships, influencing policy, and driving revenue growth. This is an exciting opportunity for a bridge-building leader to shepherd the organization and entire sector toward a healthy and equitable future we all hope to see for all communities and our nation.

ABOUT INDEPENDENT SECTOR

Established in 1980, Independent Sector (IS) is the only national membership organization that brings together a diverse community of changemakers at nonprofits, foundations, and corporate giving programs working to strengthen civil society and ensure all people in the United States thrive. As the vital meeting ground, IS advances its mission by fostering a sense of belonging, catalyzing action, and providing policy leadership across the full breadth of the sector.

From the biggest foundations to local charities, with staffs from 2 to 35,000, IS membership consists of nonprofits, foundations, and corporations engaged in every kind of charitable endeavor. IS' organizational strategies are results-centered and racial equity-focused. IS believes that all nonprofits and foundations in this country should be healthy and equitable to ensure that all people in the United States thrive, with targeted focus on Native, Black, Latinx, Asian, and other communities of color.

IS strives to strengthen and advance the sector through public policy advocacy, knowledge building, and connections among organizations, leaders, and ideas.

2022 Strategy Summary

While leaders, organizations, and communities certainly face challenges in adapting to an everchanging “new” normal, we remain hopeful that we are aligned toward creating a sector and nation where all people thrive.

We moved into 2022 focused on contributing to the sector our highest value-add by accelerating our alignment of strategies to deepen their impact and adapt to evolving environments all while staying forward on building a healthy and equitable organization, sector, and nation.

The long-term goals of Independent Sector, established in 2021, remain our guiding light:

1. Independent Sector is a healthy and equitable organization.
2. The Independent Sector community is known for our values-driven culture.
3. Changemakers at nonprofits and foundations build and identify with the Independent Sector community in our collective effort to ensure all people living in the U.S. thrive.
4. Organizations are healthier and more equitable as a result of their engagement with the Independent Sector community.
5. Changemakers at nonprofits and foundations take action outside their organization to improve the health of the nonprofit sector and ensure all people in the U.S. thrive.

We achieve those goals through four strategic drivers: Operational Excellence, Sector Health, Community Building, and Public Policy.

Operational Excellence – IS builds and cultivates a healthy, equitable, and values-based culture and operations to support our external strategies and results.

Sector Health – IS creates and shares knowledge and research to both understand and accelerate the impact of the sector. By assessing the health of the nonprofit and philanthropic sector as a whole, we can map out a clearer path toward driving more health and equity in our communities.

Community Building – IS builds community among changemakers who work and volunteer in the social sector in order to focus on wellness, build trust, bridge divides toward belonging, and create this healthy and racially just society to ensure all people thrive.

Public Policy – IS advocates for public policies that strengthens nonprofits, foundations, and diverse communities nationwide – and helps social sector organizations fulfill missions. It serves as a unified voice and information source on pressing legislative and economic issues in our sector.



For additional organizational information, please visit: <https://independentsector.org/about-us/>.

WHAT YOU'LL DO

The President & CEO (CEO) will provide visionary and engaged leadership for Independent Sector. In partnership with the board, and in service to the members and the nonprofit field, the CEO will build upon IS' strategic framework and drive actions and outcomes for the agenda of the organization. The CEO is responsible for shaping and driving all components of the organization, leading the staff, and preserving a strong culture of teamwork, innovation, and empowerment. The CEO ensures sound finances and operations, quality standards, and effective governance by the board.

With an authentic commitment to equity and antiracism, this individual will be charged with forging and strengthening relationships within, across, and beyond the sector, as well as cultivating new ventures for the organization that best support the field. This person will work to integrate planning, communications, and development strategies to sustain and build the organization, raising the profile of IS and increasing the level of impact.

Under guidance of and in partnership with the board, the CEO will evolve the organization's approach to engage and serve members, grow the network, promote impact, advance equity, and address a wide set of issues facing the nonprofit sector in an ever-evolving climate. The next leader will embody and apply core values of diversity and inclusion both within the organization and externally in the field, as well as embrace and align diverse perspectives across multi-stakeholders and multi-issues.

The next CEO will provide bold thought leadership to engage and align both members and the field. The CEO will adeptly navigate the political climate, and leverage opportunities for equitable advancement within, across, and outside of the nonprofit landscape to achieve IS' mission.

Specifically, the CEO will:

- Serve as the chief thought leader and advocate for the field to help advance impact in the field and federal policies supporting a healthy and effective sector.
- In partnership with the board, refine and communicate the organization's vision, and work with staff to execute that vision, to ensure IS' continued success and evolution in a rapidly changing environment.
- Support and grow the organization and the collective capacity of the sector to contribute to improvements in all people's lives.
- Be astute in working with staff and board to conceive, staff, and fund innovative projects to educate, respond to, and catalyze action by the sector.
- Be adept in building working relationships among members, with policy makers, and with leaders in other fields to collectively further the work of the nonprofit field.
- Cultivate an internal culture of collaboration in order to define clear outcomes and impact while also defining and measuring the organization's success.
- Skillfully identify emerging sector issues and convincingly convey their importance to members, the field, the policy community, and key stakeholders.

WHO YOU ARE

The CEO will bring demonstrated leadership experience and passion for the mission-driven sector. This individual will have a keen understanding of the opportunities and challenges within the charitable landscape and new perspectives on how to address a wide set of issues within, outside of, and across the field. The CEO will bring a clear vision and organizational strategy to respond to emerging needs and optimize IS' role and impact for the future.

While there may be no single candidate embodying all of these criteria, ideal qualifications will include:

Domain Expertise:

- Broad knowledge of the sector including nonprofits, foundations, and corporate giving programs and their challenges and impact in communities served.
- Adept at seeing issues through a racial and social justice lens. Understanding of power dynamics and the demands for systems change to address historical inequities.

Strategic Leadership:

- Strategic acumen to set a clear vision and course for the organization; innovative and entrepreneurial mindset to drive growth and optimization and to challenge the status quo.
- Ability to embrace diverse perspectives, align multi-stakeholders, and drive cohesion and unity around the larger shared mission of the sector.

Fundraising and Network Development:

- Experience cultivating revenue generating opportunities that meet an organization's strategic priorities.
- Successful experience in fundraising and securing resources for general operating and programmatic support; Skilled in balancing ongoing commitments and proactively seizing unanticipated opportunities that arise.
- Ability to build and develop partnerships with members and additional nonprofit constituents.

Advocacy and Communications:

- Ability to build and develop partnerships with members and additional nonprofit constituents.
- Proven experience identifying appropriate opportunities to leverage current events to prioritize important issues via public policy advocacy.
- Ability to publicly convey the work of IS and the field (both in person and in media) on national issues in communities, policy, and the sector, leveraging strategic communications strategies to promote a strong external presence for IS.

Management:

- Culture builder and inclusive team leader.
- Proven experience attracting, retaining, and inspiring talented and diverse staff and building high-performing teams.
- Proven track record of success in strategic planning and program development; ability to make and execute difficult decisions that may be necessary for Independent Sector's ongoing success and growth.

- Demonstrated business acumen, including familiarity with nonprofit budgeting and financial reports, and working with a board to manage fiscal and fiduciary accountability.
- Strong board and governance experience.
- Ability to create and maintain high standards of performance, accountability, and foster innovation, continuous learning, and quality improvement.

Additional Qualities:

- Strong interpersonal skills and political savviness, with a track record of fostering collaboration.
- Demonstrated champion for diversity, equity, and inclusion.
- Strong self-awareness, keen intellect, and an active curiosity; a lifetime learner.
- Excellent communication skills, both oral and written.
- Courage to speak even when discussing challenging topics.
- Highest integrity and ethics.

EDUCATION

Candidates of all degree and academic certification levels are welcomed.

As research demonstrates that education requirements can be a deterrent for qualified candidates to apply and can perpetuate gender and racial disparities, we have made the decision to not require candidates to demonstrate a specific degree or level of academic certification. Instead, we encourage all candidates with the professional experiences, values, and skills outlined in this position specification to apply.

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.

Anticipated compensation range: \$540-600K.

KORN FERRY CONTACTS

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