



JOB DESCRIPTION

Chief Impact & Strategy Officer

About the Foundation

The mission of the Sacramento Region Community Foundation (Foundation) is to transform our community through focused leadership and advocacy that inspire partnerships and expand giving. As the trusted steward of charitable assets, a community catalyst for meaningful change, and the advocate for shaping vital impact through philanthropy, we provide leadership and work with others to produce a thriving community exemplified by opportunities for all to:

- Reside and work in a vibrant economy
- Benefit from a strong nonprofit sector
- Flourish through the strength of our diversity
- Live with a sense of dignity and self-worth

Learn more about the Foundation's mission, vision, and values at sacregcf.org.

In 2015, the Foundation launched four new [Strategic Initiatives](#) (SIs), and since then the Foundation has seen fast growth in its strategic community leadership efforts, leveraging other impact and philanthropic opportunities for the Foundation. The four SIs are: 1) Expanding Philanthropy in the Social Economy, 2) Connecting the Regional Food Economy, 3) Preparing Students to Succeed in the New Economy, and 4) Transforming the Creative Economy. The Chief Impact & Strategy Officer guides this work primarily in partnership with the CEO, the Board of Directors, the five-member Impact team, the Foundation's Community Impact Committee, ad-hoc SI planning and implementation committees, grantee-partners, key stakeholders including Foundation fundholders, external funders, consultants, and other staff to advance the Foundation's impact areas in its four-county region (El Dorado, Placer, Sacramento, and Yolo).

About the Position

The Chief Impact & Strategy Officer (CISO) is a senior leadership position, reporting to the CEO, providing strategic leadership, management, and guidance to the Foundation's community leadership strategic initiatives and impact efforts through grantmaking, community engagement, programs, and donor engagement efforts. The CISO will ensure that the Foundation's impact and leadership goals and objectives are achieved according to community foundation national compliance standards and will lead implementation, development, iteration, and evaluation of the Foundation's strategic direction for community investments and engagement. The CISO will be an experienced change maker, be a leader within the Foundation and in the philanthropic, nonprofit, civic and social sectors in the region and beyond. S/he will guide, manage, motivate

and inspire the Foundation's impact staff and their colleagues, will be a key member of the Foundation's senior management team, and serve as a trusted partner to the Board of Directors.

The Foundation is looking for an exceptional leader who will:

- Possess extensive grantmaking and grant writing experience and relationships with external funders.
- Be a strategic thought partner and a collaborative problem solver with the CEO, senior staff, impact team, board, and donors.
- Lead all aspects of impact, program/initiative, grants activity, and strategic planning, especially as they relate to community leadership and donor engagement at the Foundation.
- Embrace the values of diversity, equity, and inclusion and ensure they are reflected in the impact portfolio of work.
- In collaboration with impact and grants management staff, lead implementation and evolution of the Foundation's strategic plan with an openness to being responsive to changing conditions.
- Provide staff leadership for the Community Impact Committee of the Board of Directors.
- Oversee annual impact and grants management budgets, including developing systems, policies and procedures.
- Be a leader of the Foundation, a trusted colleague for others on the leadership team, impact staff, and across the organization. The CISO will help create and support a highly professional, outcome-oriented work environment.
- Communicate the Foundation's actions and policies clearly, protecting and enhancing the Foundation's reputation and standing in its region, the state, and the nation, and represent the Foundation in a variety of settings.
- Lead and motivate impact staff to work to the highest standards of excellence, grow professionally, and provide opportunities for staff to be satisfied and challenged by their jobs.
- Create and maintain strong, collaborative relationships with key outside colleagues, donors, community partners, grantees, and civic and political leaders.
- In partnership with the Chief Marketing and Donor Engagement Officer, strategize and refine the Foundation's impact communications to a diverse constituency
- Capture and disseminate data and insights in external communications, both written and verbal, and as appropriate, participate as a speaker, panel member, or moderator in professional settings.
- Carry out special projects as required.
- Adhere to the Foundation's core values and guiding principles.

The ideal candidate has a record of strong community engagement experience, grounded in a shared value of diversity, equity and inclusion, focusing on how diverse perspectives and opportunities for participation from all communities lead to greater effectiveness, improved outcomes and community life. This value underpins the work of the Foundation. Experience working for underserved communities from a systems perspective is highly desired. Overall, the successful candidate possesses the ability to simultaneously manage multiple, complex

projects in a deadline-driven and high-achieving environment, and practices rigor, resourcefulness, collaboration, flexibility, creativity, and patience.

Minimum Requirements

- 10 years' work and grantmaking experience in an equivalent position for a community foundation or similar setting and familiarity with the philanthropic and nonprofit sectors is required.
- Experience with budgeting and financial management of operating and grantmaking budgets.
- Master's degree desired, but bachelor's with significant and relevant work experience may substitute.
- **Only qualified candidates who meet the minimum requirements will be contacted.**

Key indicators of success

Strategy

- Exceptional strategic thinking and problem-solving abilities, and proven track record of success in solving complex and dynamic situations, with excellent analysis, communication, and writing skills in identifying challenging issues, distilling opportunities for engagement or grant investments, and strategically synthesizing information from both the community and grantee experience.
- Thoughtful understanding of grantees' needs in key areas of organizational development, including strategic planning, finance, management, and board and leadership development.
- Resourcefulness with available funding and creating fund development opportunities for donor and funder partnerships.

Community Engagement

- Believes in a shared value of equity with proven capacity to respectfully work in a multicultural and inclusive workforce.
- Possesses a deep understanding and comprehension of key local issues and challenges, including those affecting communities that have been historically marginalized is necessary to be successful in this position.
- Familiarity with organizational development concepts, flexibility in adapting capacity building approaches to grantees and/or grantee cohorts, especially from a place-based and equity/inclusive perspective.
- Experience and expertise in developing high quality learning experiences and knowledge resources, with familiarity in organizing and managing convening meetings and/or trainings that focus both on emerging content-related issues as well as on the challenges of creating and running an impactful strategic program and/or organization.

Management and Mentorship

- Adaptability and flexibility, ability to thrive in an entrepreneurial, fast-paced, results-oriented culture with limited guidance and a service-oriented mindset.
- Strong skill in coaching and developing others,
- Commitment to personal learning and development and openness to feedback.

- Foster to a strong, positive team environment and provide mentorship and guidance to staff as required.

The Sacramento Region Community Foundation is an equal opportunity employer. Position will be open until filled. Interested applicants are requested to submit cover letter and resume to: resume@sacregcf.org. Salary based on experience. This is a full-time, exempt position. Competitive benefits package offered.

We anticipate this being a highly competitive process. **Only qualified candidates who meet the minimum requirements will be contacted.** No phone calls and no recruiters please.