



WOMEN'S FUNDING ALLIANCE

Executive Director

Salary: Competitive + Full Benefits

Women's Funding Alliance (WFA) is a high-impact funder, strategically investing in progressive organizations that promote equity and opportunity for women and girls. WFA serves as a catalyst for social change by amplifying the most pressing issues affecting women and girls, and engaging donors and other partners to invest in solutions to the challenges they face.

To read more about WFA's mission, vision, values click here: www.wfalliance.org/work/mission.php

The Organization

When women and girls thrive, the entire community benefits

WFA is the leading funder in Washington State that invests in and advocates for women and girls. By supporting organizations that promote progressive change and social justice for women and girls, the organization has a dramatic impact on the overall health of the community.

Since WFA's inception, the organization has invested \$6M in more than 150 organizations in the Puget Sound region. Together, these organizations form a community that is advancing the status of all women and girls. An important part of the work is assisting these groups by raising their profiles and articulating their needs to the larger funding community. WFA builds strong relationships with and supports their grantees by providing training, connecting them to one another, and shining a spotlight on their social justice work.

WFA's landmark study, "A Closer Look," shared the results of research that analyzed five topics - economic security, education, health and well-being, safety and violence, and leadership and giving. This study has informed WFA's funding and advocacy work and has provided a platform for other funders, policy makers, businesses, and community-based organizations to improve the lives and status of women and girls across the state.

WFA's funding methodology covers two primary areas:

1. Targeted Grants - WFA's grantmaking priorities include: economic opportunity, safety and violence, health and well-being, education, and civic participation and leadership.
2. Workplace Giving - WFA partners with local employers through their workplace giving campaigns. Through these campaigns, WFA raises funds that are allocated as unrestricted operating grants to participants' designated nonprofits.

To learn more about WFA's impact, go to www.wfalliance.org/impact/.

As a part of a global network of women's funds focused on women-led solutions and investments for women and girls, WFA connects to women and girls programs across the nation and around the world. Learn more about the sister funds and the Women's Funding Network at www.wfnet.org.





WOMEN'S FUNDING ALLIANCE

The Position

The Executive Director (ED) provides overall leadership, inspiration, and motivation to the board, staff, volunteers, grantees, and supporters of WFA. Working with the board and staff, the ED ensures that structures and activities are in place to keep the organization's strategic plan and critical initiatives on track. The ED manages a staff of seven, including three direct reports: Director of Development and Communications, Director of Grants Programs, and Director of Finance and Administration. The ED oversees an annual operating budget of \$1.6M, \$500,000 in grantmaking activity, and \$2M in assets.



View inspiring videos

www.wfalliance.org/news/videos.php

Issues & Priorities

Strategy

The ED will review the current 2010-14 strategic plan, evaluate progress, and continue executing on the goals and initiatives. In partnership with senior staff and the board, the ED will provide vision and creativity in creating a long-term strategy that leads the organization to new heights over the next five to ten years.

Fundraising and Sustainability

The ED will work with the board and Director of Development and Communications to formulate and implement an effective, long-term fundraising strategy for the organization to realize dreams, build capacity, and enhance sustainability. The ED will strategically increase major donor giving and cultivate these relationships.

Board Relations

The ED will build trusting relationships and ensure transparent communication with board members. The ED will facilitate high levels of contribution and engagement among board members as well as support the board's ongoing development efforts and governance structures.

Movement Building

The ED will build powerful relationships in the community and with grantees. Leveraging these relationships, the ED will lead efforts to elevate conversations in the community regarding current thinking and evidence-based research to inspire long-term social change for the well being of women and girls. The ED will be someone who is sought after for thoughts and opinions related to gender issues.

Program Development

Collaboratively with the staff and board, the ED will champion innovative and robust programming related to gender and social justice issues. Additionally, the ED will seek new ways to influence and leverage investments with other philanthropists to expand the impact on the health, safety, and economic sustainability of women and girls.



WOMEN'S FUNDING ALLIANCE

Ideal Candidate



We are seeking an ED who shares WFA's values and contributes to the caring and passionate culture of the organization. The incoming ED will embrace the work of making a better world through social change. The ideal candidate is intellectually curious, takes appropriate risks, and leads change and growth elegantly. A natural relationship builder, the successful candidate we seek is also respectful, confident, efficient, smart, and strategic. The candidate of choice is analytical, a good listener, and has the ability to prioritize and motivate teams to achieve goals. Laughter in the workplace is an important component of the internal culture; the new ED will balance fun and formality.

The candidate of choice will have a demonstrated track record in the following core competencies:

Passion and Knowledge

- Demonstrates significant passion for, and commitment to, social change.
- Possesses knowledge of gender equality, women's and girls' rights, and empowerment.

Fundraising and Relationship Building

- Confidently solicits bold, transformational major gifts.
- Mobilizes current donors in addition to identifying, pursuing, and soliciting new sources of funding.
- Cultivates strong relationships with major donors.
- Builds strong partnerships with board members and utilizes their talents and resources to the fullest.

Communication

- Serves as an articulate communicator and spokesperson for the organization's mission.
- Engages in and facilitates robust and dynamic conversations.
- Encourages transparency and high levels of communication.
- Shines in the spotlight as the charismatic face of the organization.

Cultural Competency

- Possesses keen understanding of how complex equity issues affect oppressed communities including women and girls.
- Fosters cultural competency within WFA and in working with organization's constituencies.

Leadership and Management

- Develops a clear vision and road map for growing and strengthening an organization's internal capacity to take on new and exciting directions.
- Serves as an inspiring leader for staff and empowers them to share leadership within the organization and to function as an effective, flourishing team.
- Seeks input and builds consensus into opportunities and decisions both internally and in the community.
- Effectively manages day-to-day operations and programs.
- Understands and evaluates the team's strengths and weaknesses and creates individual development plans to ensure professional growth and succession.
- Oversees the organization's financial operations and budgetary process, and ensures that sound financial controls are in place.



WOMEN'S FUNDING ALLIANCE

Background & Qualifications

A Bachelor's degree is required, and an advanced degree is desirable. Candidates should have ten years of leadership and supervisory experience, as well as a successful background in resource development strategy and implementation. An understanding of social justice issues, and public policy is preferred. Exposure to all facets of operations is needed. Candidates must have highly developed modern communications, public speaking, and financial management experience. An understanding of grantmaking practices, policies, and measures of impact is preferred.



How to Apply

Women's Funding Alliance is committed to a policy of non-discrimination and equal employment opportunities. All qualified applicants are encouraged to apply. Please email resume and cover letter as soon as possible, prior to September 19, 2011.

10220 SW Greenburg Rd, Suite 380
Portland, OR 97223
503.620.1106 (office)
503.244.7431 (fax)
portland@waldronhr.com

