



Executive Director Opening Social Venture Partners International

December 2005

Organizational Background

Social Venture Partners is an international network of accomplished individuals who combine the power of business and the passion of philanthropy. We bring our collective expertise and resources to promising nonprofits, collaborating with them to transform communities. The SVP model is built around:

- Engaged Philanthropy - Opportunities for SVP Partners to make hands-on contributions to the community by volunteering with a local SVP and the nonprofits it funds
- Pooled Resources – Donations from Partners are pooled to fund multi-year grants and make greater, leveraged impact on the community
- Donor Education – Opportunities for new philanthropists to learn through workshops as well as experiential learning from direct engagement with nonprofits
- Capacity Building – SVP provides nonprofits with funding to strengthen their operational capacity, matched with services and expertise.

The SVP model, now eight years old, has spread to 23 North American cities and comprises about 1,100 Partner households. These partners have invested more than \$17 million and hundreds of thousands of strategic volunteer hours valued at another \$50 million to 200 nonprofits. Through this work, they have both impacted the organizational capacity of their grantees, as well as increased their knowledge of and participation in strategic giving and community leadership.

SVP International (SVPI) was created in 2001 to be the connecting organization among SVP affiliates. SVPI's mission is to support, enable and catalyze a federation of local SVPs with a shared mission and shared principles; develop and maintain the integrity of the SVP model and brand; and build a highly effective network for sharing of knowledge and best practices. SVPI has an international board of representative directors from local affiliates. For more information, go to www.svpi.org.

The SVPI board of directors has adopted a strategic road map to guide us towards our long-term vision: to dramatically increase the number of individuals who give back to their local communities, to expand our network beyond North America to communities around the globe, to create a new generation of civic and philanthropic leaders and entrepreneurs, and to create overall positive change within the broader philanthropic community. For 2006 and 2007, SVPI will be tightly focused on providing excellent affiliate services that strengthen the health of local SVPs; honing understanding of the local SVP model and what factors cause it to succeed or fail; and building a strategy for growth of the network. In 2008 and beyond the SVPI network will increasingly focus on broader, aspirational ideas and goals towards realizing our long-term vision of strengthening non-profits and developing significant philanthropic and civic leaders.

Job Description

SVPI seeks an Executive Director ready and able to take the organization through a period of *building* – not start-up or maintenance. The Executive Director of SVPI will be responsible for promoting the mission of the organization and developing a culture of delivering superior service and value to SVP affiliates. The Executive Director must be a skilled leader, facilitator

and negotiator, with the ability to both lead and serve a network of passionate, independent organizations and individuals. He or she must listen to segments of the network; carefully consider different perspectives and opinions; and act as a creative problem-solver and consensus-builder. The qualities of personal integrity and honesty are essential. SVPI historically has a staff of 3-4 and a budget of approximately \$500,000. Candidates are welcome from the for-profit, non-profit, philanthropic and public sectors. The SVPI office will be located in either Dallas, TX or Seattle, WA, depending on where the strongest candidate is found and wants to locate. Candidates must be willing to work either in Seattle and/or Dallas.

Duties

- Informed by the SVP mission, lead and manage all business, financial, programmatic and operational activities of the organization.
- Work with board members and provide primary leadership for fundraising efforts, including maintaining and strengthening relationships with current supporters as well as developing strategies and relationships for new funders and donors. Multi-year fundraising goals in the \$3-5 million range.
- Provide guidance, support and oversight to SVPI staff, while effectively delegating project responsibility, provide on-going guidance and direction.
- Develop effective alliances with other organizations to efficiently and effectively deliver value to the affiliates (e.g. develop partnerships to help deliver and support IT)
- Work and communicate effectively with International board of directors so that they may exercise their full governance and service potential on behalf of the organization.
- Work with the board of directors on developing, assessing and honing SVPI's strategies and plans. Reports to SVPI Board Chairperson (with support from Exec. Committee)
- Work and communicate effectively with local SVP affiliates and their staff, boards and partners to advance the SVP mission and the success of the SVP network.
- Work with Board Chair to represent SVPI locally and internationally with key partners to maintain proper relations and promote SVPI and its affiliates.

Qualifications

- Innovative, entrepreneurial spirit and passion for the SVP model and mission, and for the work of nonprofits.
- Experience managing people and budgets on a scale comparable to SVPI.
- Ability and flexibility to work in context of both service and leadership roles with many players, constituencies, and widely varying roles.
- Excellent written and verbal communication skills, including some experience in public speaking capacity.
- Proven track record of success in an environment where influence comes indirectly through strong communication and relationships, rather than hierarchical authority.
- Demonstrated fund development experience and success (at least \$250,000/year).
- Strong business skills: planning, management, customer service, and understanding of different business/financial models and approaches.
- An "execution mentality," with strong project management skills and willingness and ability to understand, direct and participate in the activities of the organization.
- Excellent problem-solving skills, and demonstrated skills in participatory discussion and decision-making.
- Competent and comfortable with computer-based tools such as MS Office, Salesforce.com, MS Sharepoint. Comfortable with web-based communication.
- Ability to travel (probably 25%).
- Candidates from Canada and other countries are encouraged to apply.
- PLUSSES – Experience working in an international network or association; experience working with a board of directors; existing relationships in the philanthropic or non-profit world; fund development on a national or international level.

Compensation

Salary is \$75,000-85,000 per year, DOE, with up to 10% annual bonus potential. Benefits include 403b with employer match and medical/dental insurance. Total compensation package - \$90-100,000 per year, DOE.

Employment Policy

As an equal opportunity employer, SVPI embraces diversity and does not discriminate in employment on the basis of age, race, creed, gender, religion, marital status, veteran's status, national origin, disability, or sexual orientation.

Application Process

Please submit cover letter (2 pages max.) and resume to info@svpi.org with the subject line "SVPI Executive Director" no later than January 31, 2006. Position is open until filled, but SVPI ideally seeks to have an Executive Director in place by April 1, 2006.