



BOREALIS PHILANTHROPY PRESIDENT JOB ANNOUNCEMENT

Location: Candidates may be based anywhere in the US

Do you have a deep commitment to racial and social justice, and a clear, bold voice to help bring about collective liberation with grantees and funders? Is your leadership style collaborative, curious, and supportive? Are you excited by the opportunity to support Borealis Philanthropy in its next phase of growth, influence, and innovation?

If so, read on to learn more about what Borealis is looking for in our next President.

About Borealis Philanthropy

Borealis Philanthropy works with funders to direct resources to people building powerful, thriving communities. We are guided by the belief that those closest to injustice are also closest to the solutions. We invest in leaders, organizations, and movements using diverse and innovative strategies to pursue transformational change, and we work with donors to support movements in ways they may not be able to do on their own. Through our work with both funders and communities, we aim to shift power and invest in communities.

As a philanthropic intermediary, Borealis is both a grantseeker and grantmaker. Over the last six years, Borealis Philanthropy has helped bring over \$63 million to community organizations. Through our ten collaborative donor funds, we support the organizations and leaders who are boldly ushering in change:

- Black-Led Movement Fund
- Communities Transforming Policing Fund
- Fund for Trans Generations
- Disability Inclusion Fund
- Immigration Litigation Fund
- Racial Equity Accelerating Change
- Racial Equity in Journalism
- Racial Equity in Philanthropy
- Spark Justice Fund
- Transforming Movements Fund

Since our founding in 2015, Borealis has experienced significant and rapid growth in grantmaking and operations and the 2020-2024 strategic plan prioritizes continued growth. The current annual budget is \$27M, with \$18M of that in the grantmaking portfolio. Borealis is co-powered by 30 staff and 10 board members, reflective of the communities and movements we center.

Position Summary

Visionary Leader: As President, you will lead with a bold vision for philanthropy—one that acknowledges the sector’s history and role in perpetuating inequities, while also advocating for philanthropy to be a meaningful lever for change by investing in people-led movements.

You’ll lead innovative racial equity strategies to expand philanthropic resources for progressive social movements. With partners and colleagues, you will support and cultivate a healthy and generative culture of collaboration grounded in accountability to the directly impacted and underfunded communities that Borealis centers. Understanding that we are living in a time of rapid change and complexity, you will foster momentum in the bold arc of our work - connecting the short, medium and long term.

Relationship-Based, Equity-Focused Fundraiser: As President, you will be a spokesperson, advocate, and partnership builder for the organization. Working in partnership with Borealis development and fund staff, you will ensure financial sustainability and growth in donors and funding for social movements. Building on the strong relationship and reputation Borealis has in the field, you’ll also bring your own impactful, equity-based approach to fundraising to cultivate new donors.

High-Impact Collaborator: Our team is reflective of the communities and movements we serve and love, and our work is rooted in a shared commitment to our collective liberation. As President, you’ll manage a diverse, highly talented, remote team. Borealis is co-powered by 30 staff and 10 board members.

- Our program staff bring a wide range of expertise on the issue areas they support, and the larger national landscape of the movements they fund.
- Our operations staff are technical experts in grants management, finance, development, and technology.
- Our board members are committed movement and philanthropic leaders who understand, support, and believe in the changes Borealis is working to achieve.

Track Record of Building Impactful Organizations Rooted in Collective Liberation:

The President’s leadership and management is crucial to the development of an effective, healthy, and values-aligned organization that practices and lives into our values. As our next leader, you will appreciate the importance of organizational development, board and staff development, recruiting team members with lived experience from the communities we serve, capacity building, and building a race equity culture and practice.

As an innovative and growing organization, Borealis is developing an organization structure and systems to support the next phase of growth. An expanded interim management team structure was initiated in May 2020.

Reports to: Board of Directors. The President also works closely with the following positions in relation to the major responsibilities of the position: Director of Finance, Director of Grants

Management, Development Officer, Program Directors, Director of Impact and Learning and senior-level communications consultant.

Major Responsibilities:

Strategic Vision, Direction Setting, and Thought Leadership

- Engage and align staff and board members in developing an innovative and sustainable social justice vision, strategic plan, and programmatic strategy that can adapt to meet key movement movements calling for rapid response.
- Ensure all Borealis funds are unified and coordinated
- Ensure Borealis' is achieving its mission and centers directly impacted people

Chief Fundraiser and Partnership Developer

- Develop fundraising strategy to ensure Borealis' financial health and sustainability, and ability to significantly expand philanthropic resources for progressive movements through grantmaking
- Lead values-aligned business model development that integrates all Borealis funds
- Building on Borealis' strong track record of grantmaking and stewardship, ensure continued funder cultivation, education, and advocacy

Organizational Management and Development (Infrastructure, People, and Finances)

- Ensure Borealis has and successfully implements an organizational development and human resources plan that invests in Borealis' people and aligns with our equity values and strategic direction
- Advance racial, gender, disability and economic justice throughout the organization, culture, structures, policies and operations
- Guide the management of Borealis, and develop the management infrastructure and teams needed for organizational effectiveness
- Ensure good decision-making practices and clear communication that build stakeholder alignment, facilitate productive struggle, and engage those most directly impacted

Board Governance Partner

- Partner with the board on board governance and development necessary for the organization's next phase of growth
- Engage the board in effective governance-level decision-making that builds alignment with staff towards shared purpose
- Support open and regular channels of communication with the board, and between board and staff to build relationships, alignment, thought partnership and trust

Qualifications

Demonstrated, authentic commitment to leading transformational change and centering social justice, equity, and intersectional values and analysis

- Intersectional social justice and equity values and strong political analysis, and belief in progressive, transformative change. Courageous, willing, and experienced at taking risks to advance racial, gender, and economic justice and address habits of white supremacy, anti-Blackness, racism, transphobia, and ableism in the larger society and in the workplace
- Deeply understands the role of philanthropy in the movement for social and racial justice
- Commitment to Borealis' work centering and resourcing social justice movements and organizations led by the most impacted communities. Knows how to follow the leadership and direction of these communities and advocate for their interests in the philanthropic sector
- Authentic, lived experience with the communities Borealis serves (i.e., Black, Indigenous, people of color, communities with disabilities, queer, trans/gender non-confirming folks, formerly incarcerated, etc.)

Established Fundraising Leadership Competency

- Successful senior level responsibility for leading and executing fundraising strategy
- Deep understanding of how to resource social movements through institutional philanthropy and individual donors
- Expertise managing donor relations and navigating complexities, ideally coming with existing funder relationships

Philanthropic sector and external influencer

- The passion and thought leadership acumen to leverage the strengths of Borealis' intermediary role to advance social justice and equity through philanthropy. Competency in equitable program and/or grantmaking strategy and innovation.
- Competent and influential public speaker and networker who can instill confidence, educate, and motivate
- A strong network builder who brings robust existing networks to advance Borealis' success

Strategic leadership of staff and board

- Big picture thinker who employs strategic and critical thinking skills
- Ability to define and articulate a clear organizational vision with staff and board engagement, and build excitement and the conditions to move forward
- Drive to take Borealis to the next level of grantmaking and influence

Management of organization with equity values

- Knows how to build and manage a highly performing organization that is comprehensive yet nimble. Experience effectively managing staff, operations, finances, and programs
- Knows how to strategically develop organizational infrastructure in a context of growth and transition and centering equity. Excited about the growth potential of Borealis and sustainably developing the infrastructure and capacity necessary for growth

- Experienced with equity and values-aligned supervision, personnel management, staff professional development and team building. Experience creating systems and practices to mitigate harm and promote healing justice in the workplace.
- Ability to delegate and trust staff to do their work. Supports creativity and innovation. Experience in an organization of similar staff size is helpful.
- Competency in fiscal oversight. Experience managing fluctuating budgets

Collaborative, unifying leader and decision-maker

- Embody and cultivate a compassionate, caring community atmosphere for staff, board, and partners, including a wide range of constituents
- Strong interpersonal skills and ability to connect authentically with a talented staff that is primarily Black, people of color and LGBTQI
- Honest, transparent, open-minded and thoughtful
- Strong communication skills including listening, giving and receiving feedback, and maintaining open and clear channels of communication
- Confidence engaging with and resolving conflict, with an appreciation for generative conflict as productive and positive
- Confidence and ability to make sound decisions in a timely manner, while making time to gather information from staff, board and partners. Skill facilitating consensus building in complex decision-making, synthesizing a multiplicity of factors, needs and viewpoints

Board Experience

- Experience with board development and governance. Especially helpful to have experience developing a board moving from the founding to governing stage of development
- Skill supporting board and staff to build relationships, alignment, thought partnership and trust

Other:

- Familiarity with cloud-based platforms and virtual office structures
- Ability to work remotely and lead a decentralized staff team located in different parts of the country
- Available to travel approximately 25% when it is a safe option (primarily to large US cities)

Compensation and Benefits:

Status: Full-time, Regular, Exempt, benefits eligible

Salary: \$180K-\$200K (Borealis uses an equity-based practice of determining placement of a hire in a salary range)

Benefits include: Health Insurance, Dental Insurance, Medical and Dependent Care Flex Spending Account, Trans Health Benefit program, 401k plan, Short and Long -Term Disability Insurance, Life and AD&D Insurance, 12 paid holidays plus the days between Christmas and New Year's, paid parental leave, and a generous PTO program.

Borealis is a virtual organization where staff primarily work remotely from home offices. Borealis provides financial support for home office setup along with options for coworking office space in particular locations.

To Apply or Refer Candidates

Transition consultant Viveka Chen is supporting Borealis' executive search and leadership transition process. Referrals to potential candidates or other inquiries may be forwarded directly to Viveka at executivesearch@borealisphilanthropy.org with the subject line: Borealis President Search.

Borealis is opening the application process with a request for an initial indication of interest, submitted via email to executivesearch@borealisphilanthropy.org no later than 5pm Central time on September 3, 2020 with the subject line: Borealis President Application. This initial, short application should cover the following, in the applicant's authentic voice:

- Contact information (name, pronouns, phone, email) and best way to reach you
- Why are you passionate about working at Borealis at this time in our evolution?
- What strengths would you bring to the President position?
- What recent work and movement experiences most prepare you for this role? (please indicate the time frame for each experience shared)
- Anything else important for us to know about your interest in the position?

The application may be submitted in a format that is written, up to 2 pages, and sent as a .pdf file. Applicants also have the option to apply using an audio or video recording (up to 8 minutes). We request application files are named: [your last name]+”Interest” (e.g., ChenInterest).

Borealis will review initial applications, and plans to respond by mid-September. At that point a short list of applicants will be invited to submit a full application, including a resume.

Commitment to Disability, Diversity, Equity, and Inclusion

Borealis is committed to the full inclusion of all qualified individuals. As part of this commitment, we will ensure that persons with disabilities are provided reasonable accommodations. If reasonable accommodation is needed to participate in the job application or interview process, please contact executivesearch@borealisphilanthropy.org

Borealis is an equal opportunity employer and does not discriminate on the basis of race, sex, religion, national origin, gender identity or expression, sexual orientation, disability, age, or any other category protected by local, state, or federal laws. We are committed to building a diverse, equitable, and inclusive staff team. We strongly encourage applicants who are people of color, LGBTQ, women, people with disabilities; and/or formerly incarcerated people.