



President & CEO

Organization Summary

Grantmakers of Oregon and Southwest Washington is the association for philanthropy in Oregon and SW Washington. We support a community of funders by working to strengthen and expand philanthropy and improve the vitality and health of our communities. We provide programming that includes learning opportunities, informational sessions on topics that are important to the sector, networking and social events, and a biennial conference. We are a resource for funders, an advocate for ethical and responsible charitable giving and a catalyst for effective philanthropy in Oregon and Southwest Washington. *Our mission is to promote effective philanthropy in Oregon and Southwest Washington by providing our members with the services and support they need to succeed.*

Position Summary

The next Grantmakers of Oregon and Southwest Washington CEO must be a dynamic leader who is able to shape and successfully implement innovative and visionary strategies within a multi-faceted philanthropic membership community. GOSW has recently undergone an intensive reshaping of our structure and programming, with a deepening of our commitment to our number one priority: *embedding equity in philanthropy*. Our new CEO will balance vision, strategy, and implementation and they will have the enthusiasm to lead across programs and operations while working in partnership with a committed and engaged staff, board and membership. They will have demonstrated managerial experience and well-balanced interpersonal skills that will help them effectively engage and communicate with a diverse group of partners representing a broad range of geographic and cultural needs and interests. Our CEO must have proven success working at local and regional levels, with extra enthusiasm given to folks who have connections to Oregon, Southwest Washington and/or the Pacific Northwest. They should be seen as a trusted peer to key leaders in the nonprofit, philanthropic, and private sectors. And most importantly, our next CEO will have a deep commitment to engaging in a rigorous equity practice that ensures GOSW leads by example, maintains strong connections to and with BIPOC communities, and models a depth of understanding of the value of an equitable philanthropic community.

Qualifications

- A minimum of 10 years of management experience, preferably in the philanthropic, nonprofit, or public sector.
- A solid understanding of the needs of different communities, including rural communities and communities of color, and has experience and broad-based relationships throughout Oregon and Southwest Washington.

Leadership Requirements

Strategic Leadership and Management

- The ability to imagine and implement the vision and goals of GOSW moving forward.
- The ability to set clear and challenging goals while committing the organization to sustainable growth.
- Demonstrated ability to build and strengthen a team and develop staff capabilities and morale through leadership and coaching.
- A creative approach to developing new, innovative ideas that will stretch the organization and push the boundaries within the philanthropic sector.
- Demonstrated record of setting operational priorities; a strategic thinker who will be capable of partnering to create and implement an operational vision, framework, and culture that has the potential to forge a lasting legacy of impact.
- Commitment to leadership that prioritizes diversity, equity, and inclusion.

Expertise

- Deep experience working within the philanthropic and/or nonprofit sector in order to serve as a thought leader and a catalyst for convening across a broad and diverse constituency.
- Demonstrated passion for and commitment to the mission of GOSW, and its unique ability to convene it's members in thought and practice.
- An understanding of the philanthropic sector, particularly in our region, and the ability to create a vision for its future.
- A high degree of integrity in their approach to making decisions; the ability to act in a transparent and consistent manner while always considering what is best for the organization.
- Direct experience working in collaborative efforts, programs and/or partnerships.

Business Acumen, Resource Development, and Financial Sustainability

- Experience managing organizational growth, financial sustainability, with a solid operational and programmatic background.
- A strong background in budget creation, management, and financial reporting.
- Energetic, innovative thinker with the ability to analyze and balance the diverse needs and interests of a collective group of stakeholders.
- Demonstrated ability to raise and manage organizational funds and consistently build a member/constituent base.
- Experience managing marketing and communication strategies.

Building Relationships and Influence

- The ability to influence internally and externally through informed vision, political skill, thought leadership, and networking.
- A natural ability to connect and build strong relationships with others, demonstrating strong emotional intelligence and an ability to communicate clearly and persuasively.
- Authenticity, diplomacy, flexibility, warmth, sensitivity, drive, passion, and determination.
- Exceptional communication and external representational skills, including as a public speaker and communicator.
- Multi-constituency relationships and demonstrated commitment to diversity, equity, and inclusion.

Judgment and Curiosity

- The confidence and experience to work with partners from a variety of backgrounds and to engage and operate effectively at the highest levels of leadership.
- Self-reflective and aware of their own limitations; leads by example and drives the organization's performance with an attitude of continuous improvement by being open to feedback and self-improvement.
- The ability to adapt nimbly and lead others through complex situations.
- Adaptable, curious, and responsive to a fast-changing sector.

Compensation and Benefits

\$100,000 - \$120,000 commensurate with experience. Benefits include medical, vision, and dental coverage, generous paid leave, and an employer contribution to your retirement fund.

To Apply or Refer Candidates

Grantmakers of Oregon and Southwest Oregon is a proud equal opportunity employer committed to an inclusive work environment and to building a team that reflects the rich diversity of our community. Black, Indigenous, and people of color, people with disabilities, and people of diverse sexual orientations, gender expressions, and identities who are underrepresented in the field of philanthropy are encouraged to apply.

To apply for the role, please send a copy of your most recent resume and a cover letter detailing how your background and experience match our requirements to CEOsearch@gosw.org. To refer a candidate, please email us with the name and contact information of the potential candidate with a brief description of why you believe they would be a good match for the position. Due to COVID safety requirements, our team will conduct this process remotely, so we ask that you not call our office. Questions? Please email us at CEOsearch@gosw.org. In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification document form upon hire. All inquiries and discussions will be considered strictly confidential.