



# GROUP HEALTH FOUNDATION

## Vice President of Programs

Washington State

### EXECUTIVE SUMMARY

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Group Health Foundation (GHF) has an audacious goal: health equity in Washington state. The Foundation seeks to create and support conditions where people of all communities—especially those experiencing racial and economic injustice—can participate, prosper, and reach their full potential. Uniquely positioned as a 501(c)(4) philanthropic organization, GHF is committed to partnering with communities across Washington State to advance a shared vision for a vibrant, healthy future. With more than \$2 billion in assets, the Foundation’s approach to philanthropy recognizes the expertise and wisdom that communities bring and the importance of social determinants of health in identifying solutions that will foster healthy communities throughout the politically and culturally diverse landscape of Washington state.

Following the hire of Nichole Maher, Group Health Foundation’s President and Chief Executive Officer, in 2018, the Foundation began an intentional effort to focus its earliest relationship-building with communities most impacted by health inequities, as well as those communities that have been historically left out of philanthropic funding—particularly rural communities and smaller cities across the state. With those initial learnings, GHF significantly accelerated their grantmaking and team building this past year and is poised for significant additional growth in the coming years.

**The Foundation is now looking to expand its executive team and welcome a new Vice President of Programs (VPP).** The new VPP will be drawn to this rare opportunity to shape strategy, build a dynamic team, and foster team culture during the Foundation’s inaugural years—working in close partnership with the CEO, executive team, and other program team members. The VPP will be responsible for the visioning, development, and implementation of ambitious and community-centered program, policy, power-building, and systems change strategies designed to advance the mission. The VPP will be someone who is an experienced grantmaker having managed a portfolio of \$20M+, is deeply committed to centering community in strategy development, and brings a familiarity of the broad landscape of movements for equity and justice. They will be a creative and innovative thinker with the flexibility and entrepreneurial nature required for early stage growth and organizational development. They will be a wise and strategic thinker who authentically embodies GHF’s core values and approach to working with communities across Washington state.

**Cultivating a staff team that embodies the diverse experiences of Washington communities is essential to these aspirations. We strongly and sincerely encourage applications from people of color; immigrant, bilingual, and bicultural individuals; d/Deaf people and people with disabilities; members of LGBTQIA+ and gender non-conforming communities; and people with other diverse backgrounds and lived experiences.**

*Group Health Foundation is being assisted in this search by Carolyn Ho, Cara Pearsall, and Catherine Seneviratne of [NPAG](#). Application instructions can be found at the end of this document.*

## ORGANIZATIONAL OVERVIEW

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GHF's mission is to shape and accelerate efforts to improve health equity and to advance community aspirations for a vibrant, healthy future in Washington and beyond. The Foundation holds equity as its core value and is committed to creating and supporting conditions where people of all communities, especially those experiencing racial and economic injustice, can participate, prosper, and reach their full potential. The Foundation is committed to deepening its shared understanding of equity and will insist on a wide range of perspectives to inform its ongoing exploration. Cultivating a diverse, inclusive team of board members, staff, and partners is an essential component of this work.

Equity as the “north star” guides the ongoing development of the Foundation's structure, relationship-building, communication, management, strategy design, grantmaking, and ongoing refinement. GHF will uphold the following additional and complementary values:

**Learning.** The Foundation is committed to being a learning organization—one that is open to ongoing discovery and dedicated to sharing knowledge from its successes and setbacks. The Foundation will ground its efforts in both research and community wisdom. The Foundation believes that communities know what they need to improve health and will engage community members in meaningful ways to prioritize, design, and support collective approaches.

**Partnership.** The Foundation will build relationships with people and partners across the state—community groups, nonprofits, foundations, academic and research institutions, businesses, tribes, government agencies, and others—to identify effective solutions-based approaches to community health challenges. The Foundation will support and enhance, not duplicate or replace, what is working.

**Commitment.** Addressing health inequities will require a long-term perspective, and the Foundation is committed for the duration. The Foundation will embrace complexity and be diligent in long-term planning and strategy development.

**Courage.** The Foundation aspires to be a force for good and is unafraid of embracing risk. The Foundation will pursue big goals that require bold, creative, and sometimes unconventional strategies.

**Accountability.** The Foundation is responsible to communities across the state and open to hearing difficult feedback. The Foundation will measure its efforts and impact and be transparent about its progress and challenges.

**To learn more about the Foundation's work, approaches, and values, please visit GHF's [website](#).**

## RESPONSIBILITIES AND OPPORTUNITIES

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In close partnership with the CEO, the current VPP, and other program team members, the incoming VPP is responsible for the visioning, development, and implementation of ambitious program strategies designed to advance the Foundation's audacious goal: health equity in Washington state. The VPP works in creative partnership with a wide array of foundation stakeholders: the executive team, board members, staff throughout the organization, allied funders, and—most importantly—Foundation grantees and other civic leaders from Washington's diverse communities. The VPP develops and leads multiple grantmaking portfolios; each portfolio includes tailored, strategy-specific grants, grantee services and technical support, communications, learning and evaluation, and convening. The VPP ensures that each program area

advances the Foundation's aspirations as a systems-focused, equity-rooted, statewide, 501(c)(4) grantmaker.

The VPP reports to the CEO and serves on the Foundation's executive team with the CEO, Executive Vice President, Chief Investment Officer, and one other VPP. The VPP supervises a team that includes program directors, program officers, program associates, and consultants. Currently, GHF has a team of 22 people and anticipates growing to 50-60 staff members across Washington state in the next several years.

### **Vision and Program Leadership**

- Collaborate with the CEO, board of directors, and executive team on the development and execution of Foundation-wide strategies to advance health equity and systems change alongside communities and leaders in Washington.
- Staff one or more board committees and ensure meaningful and productive board engagement with Foundation strategies and programs.
- Oversee various grantmaking and program portfolios at the leading edge of movement building, narrative change, policy change, and power-building.
- Provide thought leadership, perspectives, and lived experiences to the work of the Foundation.
- Assume other responsibilities and explore new opportunities that arise with the evolving needs and aspirations of the Foundation.

### **Organizational Management and Team Building**

- Develop, implement, and oversee processes and protocols that promote effective coordination and a spirit of collaboration between program staff and colleagues in communications, finance, operations, and grants management.
- In partnership with the executive team and human resources staff, help to shape and solidify the emerging culture of the Foundation.
- Develop, mentor, and manage a growing team of staff and external consultants.
- Contribute one's own ideas, perspectives, and lived experiences to the work of the Foundation.

### **External Relationships and Partnerships**

- Oversee the design and implementation of technical assistance, leadership development, convening, and advocacy efforts in partnership with grantees and allied funders.
- Represent the Foundation to a broad range of decision-makers and partners including grantees, community leaders, business leaders, government officials, affinity groups, and other collaborators in the region and across the country.
- Educate community and statewide leaders about the Foundation's mission, values, programs, and goals, and build support for the Foundation's advocacy and policy priorities.
- Prepare strategy memos, briefs, reports, and presentations in a variety of formats to engage a broad range of constituents (e.g., board members, community leaders, grantees, allied funders), and mentor staff to do the same.

## **QUALIFICATIONS OF THE IDEAL CANDIDATE**

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The VPP will possess a deep and demonstrated commitment to health equity and addressing the social determinants of health. They will be a creative and adaptive thinker who is attracted to the opportunity to

help grow a new foundation and develop a strong team to support the mission. While no one candidate will embody all the qualifications outlined below, the ideal candidate will possess many of the following professional and personal abilities, attributes, and experiences:

#### **Connection to the Mission**

- Deep and demonstrated commitment to equity and social justice, and strong alignment with GHF' organizational values.
- Familiarity with the geographic, cultural, political, and racial diversity across Washington state (or experience with similar regional complexity).
- Ability to authentically connect one's own personal lived and professional experiences with the Foundation's mission and aspirations.

#### **Leadership and Vision**

- Vision for and commitment to the way philanthropy can build deeper relationships and accountability to communities they serve.
- At least ten years of executive leadership experience in the nonprofit sector, or equivalent leadership roles in government or corporate environments.
- At least ten years of experience supporting, managing, or reporting to boards of directors.
- Demonstrated experience envisioning, developing, and implementing grantmaking, convening, and grantee-support strategies to achieve defined outcomes, including at least ten years actively managing grants and contributions from the donor/funder perspective.
- Reputation among peers as an expert advisor on topics of direct relevance to this role and the Foundation's various grantmaking portfolios.
- Experience with various equity, justice, and power-building strategies, including a demonstrated ability to connect with these issues on a personal and organizational level.

#### **Organizational Leadership**

- Experience overseeing multiple, connected, and simultaneous grantmaking and program portfolios totaling \$20M+ per year.
- Demonstrated success hiring exceptional people, cultivating talent, leading teams, and managing managers.
- Ability to develop a strong partnership and synergy with peers, across teams, and across portfolios.
- Flexibility and adaptability to build systems and processes with an eye toward equity and growth.

#### **External Relationships**

- Demonstrated ability to cultivate relationships and work effectively and respectfully with politically, ideologically, culturally, and geographically diverse people and communities.
- Knowledge of the needs of communities across the state who are most impacted by structural inequities, and the ability build trusting relationships with those communities and follow their lead in strategy development.

#### **Values and Style**

- An understanding of the foundational role that racism, ableism, sexism, and other forms of bias and oppression play in perpetuating inequity.

- Humility and curiosity, and an understanding of how these qualities are connected to success in this role.
- Demonstrated capacity for self-reflection and deep commitment to life-long learning.
- Strong verbal, non-verbal, and written communication skills combined with the ability to listen deeply and authentically.
- Proficiency with Microsoft Office (Outlook, Word, Excel, PowerPoint, and SharePoint) and Adobe (Acrobat DC) and ability to adapt to new technologies.

### **The Essentials**

- A healthy sense of humor and appreciation for the creativity, fun, and inspiration that can accompany work in a mission-focused and entrepreneurial environment.
- Ability to take part in meetings and events outside of core business hours.
- Enthusiasm for traveling throughout Washington and being present across the state, as well as the flexibility and sensitivity to work effectively in a wide variety of geographic, political, and cultural settings (travel is estimated at 15-25% for this position).

### **COMPENSATION**

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In addition to a positive and flexible work culture, we attract, retain, and motivate exceptional people with an equitable and competitive compensation package. Salary ranges are set according to an explicit compensation policy, and relevant data are reviewed when setting ranges for each position. The anticipated starting salary range for this position is \$255,000-\$285,000. Compensation for this position will be discussed with applicants during first round interviews. A compensation enhancement is provided to employees with indigenous or advanced language proficiency in more than one language that they utilize to advance the Foundation's work across Washington. We offer a comprehensive benefits package that includes fully paid medical/dental/vision coverage for employees and dependent children (and partial coverage for partners and spouses), a 10% retirement contribution, generous and flexible paid time off, paid family and medical leave, a transit pass (where available), and support for ongoing professional development.

This is a full-time, exempt position that can be located at any of our current or planned offices (Seattle, Tri-Cities, or South Tacoma). Early morning, evening, and weekend hours will be required, and regular statewide and regional travel should be expected. All employees participate in our offsite retreats, which often require travel and overnight stays.

### **TO APPLY**

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The Foundation is partnering with Carolyn Ho, Cara Pearsall, and Catherine Seneviratne of [NPAG](#) on this search. Please submit your resume and a cover letter expressing your specific interests to: **GHF-VPP@nonprofitprofessionals.com**. We are committed to creating conditions where all candidates are able to fully express their talents and potential and invite you to let us know if there are any accommodations that we can provide to support you in your pursuit of this role.

**Thank you for your interest in joining Group Health Foundation!**