
Position Specification

President
Foundation for Child Development

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Page 1

Our Client

The Foundation for Child Development (FCD) is a national, private philanthropy dedicated to the principle that all families should have the social and material resources to raise their children to be healthy, educated and productive members of their communities. Since 1899, FCD has supported research projects, policy development, and advocacy efforts to advance this mission. FCD seeks to understand children, particularly the disadvantaged, and to promote their well-being. They believe that families, schools, nonprofit organizations, businesses and government at all levels share responsibility in the critical task of raising new generations.

Currently, FCD supports three programs:

PreK-3rd Education

- FCD is a national leader in the PreK-3rd Education initiative to insure that America's children achieve the skills and habits necessary to succeed in school by age eight. Only one-third of American children can read at grade level by fourth grade; only 20 percent of Latino, Black, and American Indian children achieve this goal. PreK-3 has five strategic components:
 1. Public responsibility for full-day school at age three
 2. Aligned educational strategies and resources within and across grades
 3. Principal leadership to support professional development around curriculum and teaching
 4. Family engagement focused on supporting learning and instruction
 5. PreK-3 teachers with the same qualifications and compensation as all teachers.

Child Well-Being Index (CWI)

- The Child Well Being Index is a project led by Professor Ken Land, the John Franklin Crowell Professor at the Duke University Department of Sociology. The project compiles and analyzes social indicators from divergent databases to produce a single index on the quality of life among America's children which is disseminated annually at a national press event and through publications supported by FCD.

New American Children

- The New American Children initiative aims to build a knowledge base about the well-being of young children living in low-income immigrant families, with particular emphasis on how to best nurture and educate our newest Americans, and how to connect research with sound policies and practices to improve their life prospects. The Young Scholars Program, whose goal is to stimulate research on the development of immigrant children from birth to age ten, particularly those living in low-income families, is an integral part of NAC by supporting untenured or recently tenured professors who conduct research in this emerging field.

Other Efforts

- FCD also supports other research, policy initiatives and publications related to the three listed priority areas.

Located in New York City, FCD operates with a small staff of five and has assets of approximately \$100 million. After a decade of transformational leadership longtime President, Ruby Takanishi, has announced she will leave FCD in late 2012. In a careful and orderly process, the Board has engaged a search committee to lead the recruitment of a new President who will continue the foundation's efforts in support of children and families.

For more information about FCD, please visit www.fcd-us.org.

The Role

Reporting to and in close collaboration with the Board of Directors through the Chairman, the New York City-based President will be responsible for developing the strategic vision and future goals of FCD. S/he will be a thought leader in the field of child development, have a demonstrated track record of success, and able to assume a national leadership role to improve the lives of children in America. The President will serve as FCD's emissary to the public and to the philanthropic, policy and research communities and will also guide the organization toward an advanced use of technology to further its aims. Among the objectives the new President must achieve are: chart the future direction of FCD with the Board; provide skilled management of organizational matters and staff development; provide oversight for the fiscal health of FCD and assure its continued leadership in research and policy impact in the area of children's well-being.

The President will work with a senior program officer to develop grant opportunities and develop evaluation criteria. S/he will be responsible for optimizing the potential for cooperation across various programs and for ensuring the overall quality of the grantmaking process, implementation, and results. FCD plays an important convening role among foundations and researchers in the field. The President will develop national partnerships to leverage the intellectual capital of FCD and enhance its grant impact and funding. FCD has also led the field in translating powerful research results into policy initiatives and specific actions at both the state and national levels. Communication is key in creating the public will for change and forming consensus around policy decisions.

The President will work closely with the Board of Directors to manage Foundation assets sustainably and support its financial operations, including budgeting, forecasting, record-keeping, and audit-related activities. S/he will be responsible for all administrative functions such as communications, human resources, grants management and evaluation, and legal issues. The President will be a visible national spokesperson for child development issues on behalf of FCD.

Candidate Profile

The successful candidate will be an established and credible leader having earned respect in the private, public or nonprofit sectors. S/he will have broad intellectual interests and possess communication skills to engage external constituencies, in particular as it relates to the significance of the work funded by FCD. S/he will be committed to child development and have interdisciplinary experience with institutional sectors at varied levels of senior leadership. The candidate will be

comfortable working at the nexus of research and public policy. A background in developmental psychology is preferred although not a prerequisite.

S/he will have knowledge of and a passion for early learning and the myriad issues facing children and families, particularly those who are disadvantaged. Through innovative grantmaking and cultivation of strategic alliances, which create the opportunity for greater integration and continuation of support beyond simply early childhood, s/he will formulate strategies to change and improve policies that adversely affect these constituents.

The candidate must be comfortable in a hands-on environment, be willing to actively engage in the day-to-day operations of the foundation, and lead beyond simply thought leadership. S/he will have experience working with and leading a sophisticated and active Board. S/he will embrace the intellectual capacity and substantive expertise of the Board and know how to leverage this resource to advance FCD's programmatic initiatives and identify new areas of focus.

S/he will have both the administrative ability to oversee FCD operational functions and the intellectual rigor and communication skills to represent the organization externally as a key influencer in the field. FCD is a unique organization in that it has moderate resources but a "big voice" in field. The successful candidate must be able to maximize and continue to build on the Foundation for Child Development's stellar reputation as a thought leader and national resource for children's well-being.

In terms of the performance and personal competencies required for the position, we would highlight the following:

Building Relationships and Using Influence

The successful candidate must be able to establish formal collaborations and partnerships with relevant and complementary foundations and nonprofit organizations, as well as local, state and federal governments, to increase resources and advance the foundation's programmatic initiatives and policy objectives.

The successful candidate must demonstrate success in developing strategies and tools to communicate the foundation's vision and goals to targeted audiences; maximizing the impact of the work is essential. S/he must be an excellent communicator in both written and oral form, be knowledgeable about the power of technology and social media and be an able spokesperson for the foundation's work. S/he should be a pre-eminent leader in the field.

S/he will be skilled at advocacy and public engagement and have a track record of influencing government leaders and other stakeholders. It is essential the successful candidate be a relationship builder, an action-oriented leader, with insight into the major issues in the child development arena. S/he will be astute at removing obstacles to consensus and be viewed as a solution-oriented individual.

Business Acumen

The successful candidate must set and monitor FCD financial and operating policies and practices. A demonstrated financial acumen is essential; s/he must be comfortable monitoring and setting budgets and have a firm understanding of auditing procedures.

S/he will have successfully developed and managed programmatic initiatives and grantmaking strategies, as appropriate, ideally related to applied research and public policy change. The candidate will display creative and innovative thinking while establishing a culture of excellence within FCD and

through its affiliations and partnerships. S/he will be highly ethical and astute regarding best practices in the field.

Setting Strategy

The candidate will help shape FCD's future direction including organizational structure, programmatic focus and target beneficiaries. S/he will be experienced in strategic planning and development and have the ability to "think big" and formulate clear-cut objectives. An intellectual curiosity coupled with a deep respect for sound science and reliable data is essential.

Leading Teams

S/he will have a record for recruiting, developing, motivating and retaining talented individuals. The successful candidate will be one who is able to bring groups of people together in a committed way to achieve a common mission or goal. S/he will be collegial, approachable, direct and decisive, as well as proactive in her/his interaction and engagement with key stakeholders. S/he will respect the opinions of others and solicit input from them. The candidate will value diversity and seek it out in order to continue to bring fresh and relevant perspectives to the work of the organization.

Interpersonal Acumen

The successful candidate will have unquestionable personal and professional integrity. S/he must be optimistic and passionate about the impact FCD's work can have on children's lives and futures. S/he will be energetically purposeful, responsive, collegial, collaborative and persistent despite obstacles that will arise. S/he must be a voracious learner, willing to look continuously beyond the "hot" issue or trend of the day.

Contact

The Foundation for Child Development has engaged Russell Reynolds Associates exclusively for this search. Interested candidates are encouraged to contact Kimberly Archer. Please submit a CV and Letter of Interest electronically to: FCDPresident@russellreynolds.com

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