



SENIOR DIRECTOR OF STRATEGIC PARTNERSHIPS



ABOUT WEINGART FOUNDATION



Weingart Foundation is a private grantmaking foundation advancing racial, social and economic justice in Southern California. Founded in 1951 by Ben and Stella Weingart, the Foundation has provided over \$1 billion in grants and loans to thousands of organizations across the region. By strengthening organizations focused on providing critical services and building power in communities of color, the Weingart Foundation is demonstrating what is possible when we invest and trust in our partners.

Weingart Foundation's mission is to partner with communities across Southern California to advance racial, social, and economic justice for all.

Weingart Foundation's vision is a dynamic and effective social change sector in Southern California that is creating equitable systems and structures needed to achieve justice.

Weingart Foundation seeks to achieve inclusion and opportunity for all Southern Californians, especially for those who have historically been excluded due to their race, income level, gender, religion, immigration status, disability, age, sexual orientation, or zip code. To achieve this goal, the Foundation's grantmaking program and other support are designed to strengthen the capacity and effectiveness of nonprofit organizations, collaboratives, and coalitions that engage in power building and organizing for systemic change and/or provide critical services in communities most impacted by racial and socioeconomic inequities. The Foundation helps build the capacity of communities to advance racial, social, and economic justice by transforming systems and strengthening services.

Weingart Foundation funds entities in the five Southern California counties of Los Angeles, Orange, Riverside, San Bernardino, and Ventura. While the Foundation has specific funding strategies and funds a broad range of organizations throughout its service area, it has also specifically identified several Areas of Special Interest. Its geographically-based areas of special interest include the historically underserved communities of South Los Angeles and Southeast Los Angeles. Its issue-based areas of special interest include Housing and Homelessness, Immigrant/Refugee Rights and Integration, Anti-Black Racism, and Strengthening Nonprofit Effectiveness.

Weingart Foundation's commitment to equity requires that all of its policies and practices align with its focus on advancing racial and socioeconomic justice. They increasingly make mission-related investments and exclude investments in areas like firearms, tobacco, private prisons, and activity that harms the environment.

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Furthermore, its equity commitment also encompasses its own policies and practices. In F.Y. 2023, they have engaged in a facilitated process to interrogate and deepen their internal organizational alignment with their stated goals to advance racial equity and inclusion and to build power in communities most impacted by injustice. They are also looking at the origins of the Foundation's endowment in the context of Southern California's history of racial exclusion, asking the question of what an honest accounting of our history means for us today. This internal work will inform the Foundation's planning and approach in F.Y. 2024 and beyond.

CURRENT IMPACT

Working with frontline community leaders, funder colleagues, and cross-sector collaboratives, the Weingart Foundation focused on addressing structural racism throughout Southern California. In F.Y. 2023, The Foundation engaged in proactive grantmaking and impact investing and partnered with the organizations and coalitions led by and working with Black, indigenous, and people of color (BIPOC) communities that are the most impacted by injustice, investing intentionally in their infrastructure and collective capacity.

The Foundation advanced its mission through the focused utilization of its financial and philanthropic capital. Striving to build an investment portfolio that is 100% mission-aligned, the Weingart Foundation committed a total of \$50M in mission-aligned impact investments in FY 23 alone. Committed to growing people's power and movements, strengthening the infrastructure of the racial justice sector, and prioritizing communities historically marginalized, the Foundation made over \$38 M in grants to 174 partners in the field, 22% of which are first-time partners. The size of these grants averaged \$200k, often a catalytic investment for many emerging community partners these investments were guided by our strategic framework focused on: Strengthening communities, Building power; and Equitable and just systems.



THE SENIOR DIRECTOR OF STRATEGIC PARTNERSHIPS



The Senior Director of Strategic Partnerships is a senior leadership position that will help amplify and advance the mission of the Foundation, while expanding the reach and presence of its Chief Executive Officer. As a key advisor reporting to the CEO, the Senior Director will develop, manage, and oversee strategic partnerships including those associated with immigration, housing reform and other areas of grantmaking focus. The Senior Director will further develop and manage strategic relationships with policy makers, other foundations, community leaders and other key stakeholders in the region to expand and amplify the impact, visibility, and strategic efficacy of the foundation.

Strategic Objectives and Priorities:

The primary responsibility of the Senior Director is to advance the Weingart Foundation's mission of racial, social, and economic justice in Southern California by leading our work in key collaborations and tables alongside community stakeholders, funder colleagues, and public partners. The Senior Director will take the lead in proactively convening and responding to key issue areas and organizational priorities, including for example:

Housing Justice, especially regarding homelessness and affordable housing. The Senior Director will focus on developing strategic partnerships and coordinating with key local and state policymakers concerned with housing justice to support aggressive plans for the development of affordable housing and the amelioration of homelessness.

Immigration Justice and Reform: The Senior Director will support the coordination and delivery of services by grantees to those most in need, while partnering with governmental entities and NGOs to engender meaningful policy reform.

Program Development and Enhancement: Working closely with the program officers and senior leadership of the foundation, the new Senior Director will collaborate to identify opportunities to develop or enhance workstreams, initiatives and campaigns that align with the foundation's mission and goals.

Stakeholder Engagement: Weingart Foundation has developed and supported resolutions in several key areas: immigration reform, economic justice, housing, and black justice and healing. Engaging numerous constituencies is central to building positive engagement and advancing the foundation's mission. These efforts can take several forms, including events, conferences, public speaking, panels, convenings of thought leaders, etc. Such efforts represent opportunities to represent the foundation effectively.

Strategic Partnerships: The work of the Weingart Foundation is bolstered by strategic partnerships with key advocates, public and private funders, and grantee partners. The Senior Director will be responsible for identifying and cultivating strategic partnerships with like-minded organizations, institutions, and potential grantees to expand the foundation's reach and impact. Working closely with the leadership team of the foundation, the new director will identify opportunities for collaboration and partnership that align with the programmatic priorities of the foundation.

THE IDEAL CANDIDATE



The ideal candidate will have a track record of working collaboratively with and directing teams; working closely with and achieving success with community and governmental leaders; the ability to manage external contractors, consultants, and partners; and experience creating budgets or allocating resources to optimize impact. The ideal candidate will be a “Servant Leader” who can build rapport with program officers, colleagues, and Board members, to deliver high performance while fostering a culture of inclusion, excellence, creativity, and collaboration.

A successful candidate will be an innovative and driven leader with the following experience and professional competencies:

- Demonstrated commitment and passion for the mission of the foundation and an alignment with the core values, a demonstrated commitment to racial and social justice, and a demonstrated commitment to serving impacted communities.
- Proven track record developing and managing strategic partnerships, preferably in the non-profit or government sector.
- Demonstrated ability to problem solve in real-time, and to utilize a variety of tools (collaboratives, policy, grantmaking, communications) to achieve strategic goals.
- Ability to participate in collaborative leadership with external partners and to build effective, values-based relationships.
- A strong understanding of Southern California’s diverse communities, the region’s nonprofit social justice sector, the regional philanthropic sector, and a keen understanding of public administration.
- An understanding of power building, systems change, narrative change, public policy, and the Foundation’s major equity and social justice issues.
- A robust communications toolkit, including managing communications personnel, directing communications strategy, and using communications and public relations to achieve organizational objectives.





SOFT SKILLS, VALUES, AND ABILITIES:

- Excellent written and oral communication skills.
- Ability to participate in collaborative leadership with external partners and to build effective values-based relationships.
- Excellence, strong work ethic, and integrity.
- Flexible, proactive, and autonomous work style.
- Demonstrated commitment to the core values of the foundation, centering diversity, equity and inclusion, built on relevant lived experience.

EXPERIENCE & EDUCATION

- Relevant experience: At least 10 years of relevant experience working for racial, economic, and social change, including but not limited to the nonprofit, public, private and/or philanthropic, media sectors. Experience should include a combination of external affairs (coalitions, campaigns, partnerships, government alliances, etc.) and strategic communications with a strong track record of results, as well as senior management experience.
- Education: While an undergraduate degree is preferred and a graduate degree is a plus, neither are required. The Foundation also values life experiences in the various issues and geographic areas that we serve. Bachelor's degree in management, public administration, communications, or a relevant field. Advance degree preferred, but not required.

BENEFITS & COMPENSATION

Expected initial salary will be commensurate with experience and will range from \$180,000 – \$200,000. The Foundation also provides a generous benefits package.

This exempt position is full-time and primarily in-office.





THE APPLICATION PROCESS

The Weingart Foundation has retained The Byers Group to conduct this national recruitment. The Byers Group will review all written materials submitted and will screen and evaluate all candidates. Only those deemed qualified will advance to the next level of the recruitment process. The most highly qualified candidates will be invited to participate in an on-site interview. All questions must be addressed to The Byers Group.

HOW TO APPLY

The position is open until filled. First consideration will be given to applications received by **Friday, November 27, 2023**. To apply for this outstanding opportunity, please electronically submit your resume and a cover letter of interest to The Byers Group: weingart.senior.director@byersgroupca.com. The letter of interest should outline why you are interested in joining the Weingart Foundation and your relevant accomplishments.



THE BYERS GROUP

EXECUTIVE SEARCH AND C-SUITE CONSULTING

CONFIDENTIAL INQUIRIES ARE ENCOURAGED AND CAN BE DIRECTED TO:

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