



Position Specification

Co-Impact
President, Programs & Strategy

Position Specification

Our Client

Founded in 2017, [Co-Impact](#) is a global organization that supports locally-rooted coalitions in Africa, Asia and Latin America to transform key systems at scale, with a core focus on advancing gender equality and women's leadership. It brings together funders from around the world to partner with initiatives that are working to improve education, health, and economic opportunity for millions of people by addressing the root causes of social inequities so that systems work better for everyone. Together with locally-rooted program partners and advisors, Co-Impact forms a global collaborative that advances inclusive systems change through grantmaking and influencing philanthropy.

Co-Impact believes that power is at the heart of all systems. Power defines the way that systems function, who sets agendas and makes decisions, who benefits from the system, and how these benefits are shared. In most health, education, and economic systems, this power is inequitably distributed to benefit a few.

Co-Impact's program partners understand the context and approaches required to shift levers of power so that systems benefit all people equally. Its diverse team is spread across seven countries on five continents, where they support powerful coalitions of actors – from grassroots organizations to governments – to collaboratively effect substantive and sustainable systems change.

Through its model for collaborative philanthropy, Co-Impact brings together funders from around the world to pool funding so that they are able to provide the larger, longer-term, and more flexible support needed to transform systems in a lasting way, while promoting a values-aligned approach to funding that is supportive, rather than directive. This funding is channeled into a range of grants that are put towards adopting proven approaches and ideas at scale. Co-Impact's role is to support the strategic vision of its partners within the contexts in which they live and operate.

Co-Impact currently has two funds dedicated to equitable systems change at scale. At their core, both funds focus on transforming systems to improve outcomes for millions of people. Both funds seek to achieve significant and enduring improvements in education, health, and/or economic opportunity.

The Foundational Fund is Co-Impact's first fund, which was established to advance a model of collaborative philanthropy, bringing together funders to support systems change in the foundational sectors of health, education, and economic opportunity. Through this fund, Co-Impact provides a small set of large, long-term, flexible grants (typically US \$5-20 million over a period of 5 to 6 years) and non-financial support to organizations and coalitions across Africa, Asia, and Latin America.

The Gender Fund is focused on transformative systems change, with an emphasis on elevating women's power, agency, and leadership at all levels. The Gender Fund more explicitly focuses on supporting initiatives that are dedicated to advancing women's and girls' power, agency, and leadership at all levels and shifting harmful gender norms that prevent progress. The Gender Fund aims to raise and grant US \$1 billion over the next decade to provide predominantly women-led locally-rooted organizations, in Africa, Asia, and Latin America, with large, unrestricted, long-term, and flexible funding. This method of funding is integral to creating more just and inclusive systems and shifting harmful gender norms that prevent progress.

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The Role

As Co-Impact continues to grow and expand globally, the leadership team is creating a new President role that will work in partnership with Olivia Leland, the organizations' Founder and CEO, and the wider Leadership Team across Co-Impact's core programs and philanthropic partnerships. Reporting to the CEO and working closely with the Board of Directors, the President will play a key role in leading the organization internally during a time of growth and will ensure that its programmatic and philanthropic partnership teams and their workstreams are aligned. In partnership with the CEO, the President will engage with external stakeholders and cultivate funding partners. This is an exciting opportunity for an accomplished leader to drive impact through inclusive systems change.

Key Priorities and Responsibilities

Strategic Leadership:

- Develop and implement a forward-thinking strategy in collaboration with the CEO, COO, and Board of Directors to propel Co-Impact to its next stage of impact;
- Provide visionary leadership to drive the organization's impact and influence in the philanthropic sector;

Partnership Development:

- Cultivate and strengthen relationships with key stakeholders, including philanthropic partners, program partners, Board of Directors and advisors;
- Collaborate with other leaders in the social impact space to identify opportunities for synergies and collective impact;
- Represent Co-Impact in public forums and media to help further the organization's mission;

Programmatic Guidance:

- Oversee the programs team, setting strategy, process, and goals in collaboration with team leadership;
- Provide strategic guidance to Program Directors and the rest of the program team, ensuring alignment with Co-Impact's mission, values, and priorities as well as key philanthropic partnerships;
- Maintain alignment across regions and identify patterns and lessons and opportunities and gaps across the full portfolio;
- Foster a collaborative approach that supports the development and execution of high impact programs and partnerships;

Funder Engagement:

- Provide strategic guidance to the Managing Director and the rest of the philanthropy team to engage funding partners and secure financial resources and support for Co-Impact's initiatives as well as for systems change and advancing gender equality more broadly;
- Engage with donors, foundations, corporates, and high net-worth individuals to foster meaningful partnerships;

Organizational Effectiveness:

- Oversee the day-to-day management of the program and philanthropy teams, ensuring efficient, effective, and strategically aligned execution of programs and philanthropic partnerships;
- Foster a collaborative and inclusive organizational culture that values diversity and innovation;
- Partner with the COO to ensure all teams across the organization are aligned and working toward shared objectives
- Provide effective people management, mentorship, and professional development for staff members.

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Candidate Profile

The ideal candidate will have a proven track record in philanthropy, programmatic and organizational leadership. The successful candidate will also possess exceptional people management skills, significant lived experience in the Global South, a strong alignment with Co-Impact's values, and demonstrated experience and knowledge in systems change and advancing gender equality.

The leader will likely have the following:

Professional Skills & Experience

- Proven experience as a senior executive or CEO, with experience leading an organization through startup phase through the growth stage in the philanthropic or social impact sector;
- A track record of managing and mentoring expert leaders;
- Exceptional strategic thinking and leadership skills with a track record of driving organizational growth and impact;
- A profound understanding of global social challenges and innovative solutions, specifically for gender equality;
- Experience supporting or leading systems change initiatives, demonstrating an understanding of complex, interconnected issues and the ability to drive transformative change;
- A proven track record in work to advance gender equality and women's leadership;
- Significant lived experience in the Global South; and
- The ability and desire to positively influence organizational culture and values in an impact-driven, highly collaborative environment.
- Experience working with philanthropic organizations with an understanding of how to steward institutional funders and relationships with high net-worth individuals.

While no one candidate will possess all of the following equally, the performance and personal competencies and qualifications below define the ideal candidate:

Setting Strategy

- The ability to expand the boundaries of what's possible for an organization; building on and continually evolving an inspiring vision and strategy for the organization in partnership with the CEO and rest of the Leadership Team, not only for the areas they are directly responsible for, but the enterprise as a whole.
- The inclination to seek and analyze data from a variety of sources to support decisions and to align others with the organization's overall strategy.
- An entrepreneurial and creative approach to developing new, innovative ideas that will stretch the organization and push the boundaries within philanthropy.
- The ability to lead an organization from startup through growth stage, effectively balancing the desire/need for broad change with creating realistic goals and implementation plans that are achievable and successful.

Executing for Impact

- The ability to set clear and ambitious goals while committing to strong performance and impact.
- Comfortable with ambiguity and uncertainty; the ability to adapt nimbly and lead others through complex situations.
- A smart risk-taker who seeks data and input from others to foresee possible threats or unintended circumstances from decisions.
- Humble with a willingness to learn and adapt.
- A leader who is viewed by others as having a high degree of integrity and forethought in their approach to making decisions; the ability to act in a transparent and consistent manner while always taking into account what is best for the organization.

Leading Teams

- The ability to attract and recruit top talent, motivate the team, delegate effectively, celebrate diversity within the team, and manage performance in a cross-cultural national, hemispheric, or international context; widely viewed as a strong developer of others.
- A leader of strong leaders with the ability to manage and mentor teams of experts.

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- The ability to inspire a diverse group of colleagues and provide clear direction and motivation through servant leadership
- The resilience to persist in the face of challenges and obstacles, and a diligence to ensuring quality, care and a positive impact across all work, which fosters respect from colleagues and partners.
- A leader who is 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.
- Someone who leads in a manner consistent with Co-Impact's values:
 - Be outcomes-focused – for meaningful, lasting, and inclusive impact
 - Be program partner – and community-centered
 - Bring a beginner's mind – a willingness to challenge assumptions, continually learn and adapt
 - Draw from unity in diversity – our work is stronger when informed by different perspectives
 - Build trusting partnerships

Bridge Builder with experience moving between different systems of power

- Intrapersonal awareness and interpersonal sensitivity, adept code-switching, and cross-cultural competency in building and maintaining relationships across difference.
- High emotional intelligence; naturally connects and builds strong relationships with others, demonstrating strong emotional intelligence and an ability to communicate clearly and persuasively.
- Engagement of others with humility, warmth, and inclusivity in private and public settings.
- Problem solver with an inclination to break down and preemptively prevent silos and create high connectivity within the organization.

Relationships and Influence

- Leads with kindness; open, warm, inclusive, transparent; low ego drive with humility and willingness to learn and adapt.
- Ability to positively influence organizational culture and values in an impact-driven, highly collaborative environment.
- Ability to listen and incorporate diverse perspectives to shape strategy and the organization at large.
- Encourages others to share the spotlight and visibly celebrates and supports the success of the team.
- Creates a sense of purpose/meaning for the team that generates followership beyond their own personality and engages others to the greater purpose for the organization as a whole.

Location

The Co-Impact team works fully remotely. Strong preference for a candidate located in one of the countries where current Co-Impact team members are based: Kenya, India, Brazil, Mexico, Switzerland, Netherlands, UK, US (East Coast time zone).

Compensation

\$350,000 – 450,000 USD is the current compensation range for this role. This represents the present low and high end of Co-Impact's pay range for this position. Actual pay will vary based on various factors, including but not limited to experience and internal equity.

Contact

Russell Reynolds Associates has been exclusively retained for this search. Prospective candidates are invited to send their CV and a cover letter to co-impactpresident@russellreynolds.com. All inquiries and discussions will be considered strictly confidential.

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Katie Nivard

Russell Reynolds Associates
USA

Henry Scarlett

Russell Reynolds Associates
United Kingdom

Yaya Jaiteh

Russell Reynolds Associates
United Kingdom

Lexi Spaulding

Russell Reynolds Associates
USA

Esongkuo Elombi

Russell Reynolds Associates
United Kingdom