



The Fund for  
New Jersey

POSITION PROFILE

# President

The Fund for New Jersey

New Jersey



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# ABOUT THE FUND FOR NEW JERSEY

For 53 years The Fund for New Jersey has focused its philanthropy on improving the quality of life in the Garden State by supporting good policy decision-making, which – at its core – is the remediation of injustice and inequity. Since its founding, The Fund’s grantmaking has addressed the compounding inequities in opportunity, outcome, and influence, and sought to ameliorate these injustices.

The Fund traces its fundamental values to Charles F. Wallace and Florence Murray Wallace, who created the Eljabar Foundation in 1933 as a mechanism for returning to those in need some of the rewards of a successful business career. Their daughters were the nominal founders and managers of the trust that eventually became The Fund for New Jersey.

One principle that Mr. Wallace adhered to was that it was more meaningful to make several large gifts rather than many small ones. New Jersey seemed to be a manageable geographic area to make such gifts. The Fund’s focus on New Jersey was an outgrowth of the community giving pattern started by the Wallaces in Westfield.

With the creation of the Wallace-Eljabar Fund in 1969 – renamed The Fund for New Jersey in 1973 – focus shifted from community giving to supporting agencies of social change, policy analysis, and research, continuing the combined legacy of Charles Wallace’s innovative ability to solve large problems with Florence Murray’s dedication to promoting social good.

Today, The Fund for New Jersey is firmly established as a force for progress in the development and implementation of public policy in New Jersey. Its rigorously strategic grantmaking advances systemic and sustainable solutions to public problems through the work of policy, advocacy, analysis, and organizing. The Fund awards \$3.5 million in grants annually and in recent years, has made targeted, strategic investments in support of the following movements:

- **Anti-Poverty**
- **Civil Rights and Criminal Justice Reform**
- **Climate and Clean Energy**
- **Democracy**
- **Environmental Justice**
- **Health**
- **Housing**
- **Immigration**
- **Public Media**
- **Racial Justice**
- **Workers’ Rights**



## LEARN MORE:

[The Fund of New Jersey](#)

# THE OPPORTUNITY

The Fund for New Jersey seeks an entrepreneurial, strategic, and collaborative President to advance the goals of the organization and to help facilitate transformational change in the state. Working with the Board of Trustees and the staff, the President will drive a bold policy agenda focused on racial, gender, and economic justice, and the promotion of democratic and progressive ideals. This is an exceptional opportunity to serve as a key funder and partner to organizations working to effect significant structural change across New Jersey.

The President is responsible for the achievement of all operational and strategic goals of The Fund, including policy advocacy, fiscal management, grantmaking, Board relations, staff oversight, and administrative matters.



# KEY RESPONSIBILITIES

**Partner with the Trustees and a small but mighty staff of three to identify priorities and set clear, inspiring, and impactful goals.**

- Play a leadership role in the state, identifying, communicating, and seeking ways of addressing challenges facing the state. Promote The Fund as a thought leader, convener, and funder.
- Oversee program and grantmaking work, including ensuring a data-informed approach to evaluating outcomes and driving solutions.
- Build and maintain effective and authentic relationships to inspire collective action and mutual accountability in support of The Fund's priorities.
- Cultivate relationships with the Board of Trustees, facilitating its work as a governing body and its continuation as a cohesive and engaged group.
- Lead, partner with, inspire, and support a talented and highly engaged staff.
- Ensure that The Fund applies a diversity, equity, and inclusion lens to its work and the pursuit of its philanthropic agenda.
- Engage with the leadership of other major philanthropic organizations in the furtherance of statewide goals and joint funding opportunities.
- Work with The Fund Board and staff to bring fresh ideas and innovation to drive the next chapter of impact for the organization.
- Maintain strong and sustainable infrastructure including sound fiscal and operational systems, as well as oversight.
- Oversee the execution of The Fund's progressive investment policy.



# CANDIDATE PROFILE

**The ideal candidate will have the following professional and personal qualities, skills, and characteristics:**

## **PASSION FOR THE MISSION**

The President will bring a true passion for the work of The Fund and progressive causes broadly. Working in close collaboration with the staff and Board, the President will be motivated to achieve the greatest possible impact through the use of The Fund's resources. The President will exhibit a capacity to listen, a willingness to advocate and motivate, and a dedication to changing the state of New Jersey for the better. It will be imperative that the President demonstrates empathy, treats others with respect, and always stays true to the values of The Fund. A true partner, the ideal candidate will believe strongly in the power of collaboration and the principles of responsive philanthropy. They will be an individual of unquestioned integrity, ethics, and values, someone who can be trusted without reservation.

## **A STRATEGIC AND VISIONARY LEADER**

The President will be a strategic, visionary, and humble leader who, in partnership with the Board and staff, sets and clearly articulates a vision for The Fund and how it can effectively deploy its human and financial assets to positively impact the policy landscape in New Jersey. They will have a track record of successfully shaping and refining an overarching vision and building effective strategies to achieve specific outcomes. This leader will ideally be well respected in the policy realm, and able to call upon their networks in the government or nonprofit fields in order to accelerate The Fund's work. A genuine and compelling communicator, the President will represent The Fund publicly and will approach internal and external work with deep cultural competence and a social justice lens. The President will be forward-thinking and driven to uncover new approaches and ideas for The Fund to consider.

## LEADERSHIP AND MANAGEMENT ACUMEN

The President will be a proven leader with staff and will have operational and financial management experience. The President will possess the ability to clearly articulate The Fund's strategy and inspire and empower an exceptional, mission-driven staff to execute on that vision. The President will foster and encourage a culture of accountability through a relationship-first mentality, leading through deep listening, empathy, and respect. The ideal candidate will be experienced at building and working with an engaged Board. They will guide the Board in meeting its governance responsibilities in a productive, efficient, and collaborative manner. The President will ensure the financial sustainability of The Fund through budgeting and effective financial management including participating in investment policy and strategy decisions.



## RELATIONSHIP BUILDER AND INFLUENTIAL ADVOCATE

The President will have exceptional interpersonal skills with the ability to build and sustain strong support and partnerships across a wide range of statewide stakeholders, including grantee partners, philanthropic colleagues, policymakers, municipal and state leaders, Board members, staff, and the larger New Jersey community. The President will demonstrate a learning orientation, curiosity, and an action-oriented drive to make change happen. The ideal candidate will be skilled at convening, listening to, and seeking to understand the perspectives of a variety of stakeholders in order to build trust, inspire new ideas, and build effective coalitions. They will have a demonstrated ability to foster collaboration amongst diverse partners while also giving everyone a sense of shared purpose and engagement in the work of advancing justice. They will seek to use the resources of The Fund to advance the work of The Fund's partners in order to catalyze progress on issues that are important to New Jersey.

# COMPENSATION & BENEFITS

Salary is competitive and commensurate with experience. The estimated salary range for this role is \$225,000 - \$275,000 with a generous benefits package. The exact salary that will be offered to the President will be determined based on a consideration of the successful candidate's skills and experience and aligned with The Fund's compensation policies.

# CONTACT

Erin Reedy and Shannon O'Neill of Koya Partners have been exclusively retained for this search. To express your interest in this role please submit a resume and thoughtful cover letter by [filling out our Talent Profile](#). If you have questions about the role or would like to share a referral, please email [ereedy@koyapartners.com](mailto:ereedy@koyapartners.com) and [soneill@koyapartners.com](mailto:soneill@koyapartners.com). All inquiries will be considered strictly confidential.

The Fund for New Jersey is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, ethnicity, disability, religion, national origin, gender, gender identity, gender expression, marital status, sexual orientation, age, protected veteran status, or any other characteristic protected by law.

## ABOUT KOYA PARTNERS

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

Learn more about how we can help you with your search on the [Koya Partners website](#).