



Center for Disaster Philanthropy
The when, where and how of informed disaster giving

Position Specification

Center for Disaster Philanthropy

Chief Executive Officer

Private and Confidential

Position Specification

Our Client

The Center for Disaster Philanthropy (CDP) is a nonprofit 501c3 organization committed to making disaster-related contributions more effective and strategic. Conceived by several funders in 2005—after the 2004 Indian Ocean Tsunami and Hurricane Katrina—and founded in 2010, CDP is the only full-time national resource dedicated to helping donors maximize their impact by making more intentional disaster-related giving decisions in response to domestic and international events.

With the increasing frequency and intensity of disasters comes the critical need for knowing when—and how—to respond effectively. CDP’s goal is to transform disaster giving by providing timely and thoughtful strategies to increase donors’ impact during domestic and global disasters and humanitarian crises. CDP’s innovative strategies advance donors’ values; increase the impact of their contributions; help them meet the needs of vulnerable populations; and, ultimately, strengthen their communities. CDP is guided by a Board of Directors and an Advisory Council; Grant Committees also advise on a fund-specific basis. CDP also partners with several organizations and works in concert with its clients and funders.

With an emphasis on medium-to long-term recovery, CDP’s current work:

- increases the effectiveness of contributions given to disasters;
- brings greater attention to the life cycle of disasters—from preparedness, mitigation, and planning to rebuilding, resilience, and recovery;
- provides timely and relevant advice from experts who possess deep knowledge of disaster philanthropy;
- conducts due diligence so donors can give with confidence;
- creates plans for informed giving for individuals, corporations, and foundations;
- supports targeted, localized, and holistic grantmaking; and
- focuses on meeting the needs of vulnerable and marginalized populations.

In 2018, CDP distributed \$15.3 million in grants to more than 100 organizations to support recovery efforts—in the U.S. and abroad—in communities affected by hurricanes, flooding, wildfires, earthquakes, tornadoes, and man-made disasters. CDP’s work is done by a team of 15 passionate experts—with extensive disaster and nonprofit experience—located across the U.S. With an annual operating budget of \$2.5 million, CDP is in the midst of developing a strategic plan that will refine the organization’s approach and further strengthen its impact in the following areas:

Education: CDP provides a variety of educational and informational services to help donors better understand what to do with their disaster giving. In addition to their *Measuring the State of Disaster Philanthropy* report, CDP also publishes the *Disaster Philanthropy Playbook* to help donors with planning before, during, and after disasters. The organization regularly posts blogs and hosts webinars on relevant topics and/or current disaster events as well.

Consulting: CDP consults directly with foundations and corporations on strategic plans and disaster-giving strategies to better align them with their organizational missions and priorities.

Position Specification

Grantmaking: CDP's focus on medium- to long-term recovery means that while others move quickly to fund relief efforts, their grantmaking is comprehensive, thorough, strategic, and efficient. Long-term recovery requires a holistic approach to individuals and their communities, particularly among vulnerable populations. CDP also manages the Midwest Early Recovery Fund and the Louisiana Disaster Recovery Alliance.

To learn more about the Center for Disaster Philanthropy, please visit: www.disasterphilanthropy.org

The Role

CDP seeks a charismatic Chief Executive Officer with both the vision and skill to build upon its impressive record of growth and excellence as well as to focus the role CDP plays as a leader in disaster philanthropy.

The CEO has overall responsibility for the strategic, programmatic, financial, and management operations of the organization. S/he will ensure CDP adheres to all applicable governance and reasonable due diligence in regard to all CDP activities. S/he will be an exceptional manager with unquestioned operational excellence, intellectual breadth, convening power, and practical experience within the nonprofit and business sectors. S/he must possess a high level of intelligence and intellectual curiosity as well as a desire to explore new ideas and approaches to solving problems. CDP's CEO will work collaboratively with the board, staff, and external constituents in formulating strategy, building productive relationships, raising funds, and achieving performance standards.

The successful candidate will listen to—and learn from—key stakeholders inside and outside the organization. S/he will lead the culture and organization and have the ability to manage, motivate, and retain the highly effective team at CDP. The CEO will be responsible for creating a diverse and inclusive work environment free from discrimination and harassment.

CDP's CEO is the leader in communicating the organization's vision and mission to internal and external constituencies. S/he will have outstanding communication skills—both written and verbal—and the ability to represent the organization effectively across a diversity of audiences. S/he will be able to galvanize and motivate key constituents, including corporate and non-profit leaders, to action. In this capacity, the CEO will ensure that CDP continues to be viewed as a strategic, innovative, results-oriented organization working to transform the field of disaster philanthropy. S/he will promote CDP's current areas of activity that are part of its work in effective disaster philanthropy.

Candidate Profile

CDP is well-positioned to recruit a leader of vision and operational excellence to build upon the organization's growth. The organization seeks an experienced and respected strategic leader with an enthusiastic commitment to the vision and mission of the organization. The successful candidate will have experience working closely with board members and staff as well as collaborating with partners and other constituents to achieve ambitious goals. S/he will be a poised, diplomatic, energetic, collaborative, and flexible leader who stays abreast of emerging issues and trends in both the philanthropic and disaster

Position Specification

realms. This is a highly external and visible role, and the CEO will contribute significantly to diversified fundraising efforts. Specific competencies include the following:

Leading Through Influence and Building Relationships

The CEO will have the ability to connect and work collaboratively with stakeholders. S/he will possess the ability to influence internally and externally through informed vision, political savvy, and networking. S/he will actively promote the CDP in order to engage others in a shared vision, advancing the development of appropriate and productive relationships and partnerships in support of its mission and targeted strategy.

Development and Communications

S/he will bring proven business development and/or fundraising experience; be an inspiring communicator who can articulate and market CDP's vision, unique value proposition, and direction to a wide audience; and be effective one-on-one. The successful candidate will build upon the organization's current funding base and revenue stream to increase and diversify financial support from foundations, corporations, and individuals. S/he will demonstrate the ability to attract and persuade individuals and institutions to partner with CDP and/or support the work of the organization.

Strategic Leadership and Executing for Results

The ideal candidate will possess strong strategic abilities as well as analytic skills and experience in organizational development. S/he will have entrepreneurial spirit and drive coupled with the ability to collaborate effectively, listen well, and bridge philosophies and viewpoints. The CEO will execute CDP's new strategic plan and later partner with the Board of Directors to help refine the vision and strategy of the organization. S/he will ensure CDP continues to grow with appropriate scope and scale and will anticipate future opportunities.

Management of Teams and Resources

The ideal candidate will demonstrate the leadership necessary to refine and activate the CDP's strategy and to be effective in empowering and supporting a collaborative and highly motivated staff dispersed across the U.S. S/he will be an active listener, demonstrate respect for others and, in turn, gain their respect. The candidate will have the ability to set priorities decisively, delegate responsibilities, ensure accountability, and allocate resources effectively. The CEO will have experience working closely with boards, staff, and other constituents to articulate and achieve ambitious goals in a fiscally-responsible manner.

Passion and Shared Values

The successful candidate will have an informed passion for the CDP's mission and for addressing its challenges. S/he will also have a clear understanding of domestic and international disaster issues. S/he will possess impeccable integrity and an outgoing, open, and even-keeled personality. This individual will demonstrate tenacity, pragmatism, energy, patience, and good humor. S/he will be a culturally-astute and broad-minded individual with a generosity of spirit and a clearly demonstrated commitment to diversity, equity, access, and inclusion in order to integrate a DEI lens into CDP's internal and external work.

Position Specification

Contact

Russell Reynolds Associates has been exclusively retained for this search and prospective candidates are invited to contact Russell Reynolds Associates directly by reaching out to CDP@russellreynolds.com. All inquiries and discussions will be considered strictly confidential.