About the Position
The East Bay Community Foundation (EBCF) seeks a collaborative, strategic and mission-driven Vice President of Community Investments and Partnerships to lead the team towards achieving the Foundation’s vision of A Just East Bay. This leader will oversee and provide cohesion to the Foundation’s programmatic strategy, identify and cultivate resources for the Foundation, and serve as a key leader to the Senior Leadership Team and the Program Committee of the Board of Directors.

About the Community Investments and Partnerships Team
The Community Investments and Partnerships (CIP) Team leads the Foundation’s efforts toward achieving A Just East Bay. The Team’s primary focus areas include community organizing and movement building in order to create an inclusive economy, provide excellent educational opportunities, improve community health, well-being and safety and ensure all East Bay residents have a place to call home. The CIP team guides progress in these focus areas through the Foundation’s grantmaking, fundraising, capacity and network building and advocacy work.

About East Bay Community Foundation
Founded in 1928 and supported by over 400 local donors, the East Bay Community Foundation partners with fundholders, social movements, and the community to eliminate structural barriers, advance racial equity, and transform political, social, and economic outcomes for all who call the East Bay home. The Foundation is committed to advancing a Just East Bay, where all members of our community are treated fairly; resulting in equitable opportunity and outcomes for all. Today, EBCF manages over $800 million in community-based assets and offers charitable tools, funds, and investment options to enable donors to give smartly. For more information, visit ebcf.org

Key Responsibilities

Team Leadership
- Strategic leader who is able to advance the success and expand the impact of the team across the East Bay community
- Communicate, refine and cohere the Foundation’s programmatic strategy to ensure alignment with EBCF’s mission and vision
- Coach, mentor, develop and support a high functioning team
- Model and foster the existing strong team culture of collaboration, trust, and humility
- Develop and review new programmatic opportunities against team capacity and opportunities for impact and innovation
Strengthen and Refine the Programmatic Strategy
- Provide strategic clarity, direction and cohesion to the CIP team and Foundation on programmatic strategy, including grant making, capacity building, partnerships and values-aligned investing
- Develop and communicate a clear and compelling articulation and narrative of CIP’s work with internal and external audiences

Resource Identification and Development
- Lead and support efforts to identify and establish partnerships and community investment opportunities for EBCF to increase financial resources
- Partner closely with the Development team on donor engagement, education, and alignment of donor grantmaking with EBCF’s mission and vision
- Cultivate and sustain relationships with EBCF grantees and key community stakeholders
- Provide financial leadership to the team in overseeing the team budget

Organizational Leadership
- Liaise between the CIP team, the Senior Leadership Team and the Program Committee of the Board of Directors
- Serve as an effective and inspiring spokesperson and representative of CIP’s collective work to create a shared and greater understanding of the work internally within the Foundation and to increase the visibility of EBCF externally
- Act as a change agent and leader within the Foundation to strengthen organizational and team culture
- Serve as a strong steward of organizational resources

Qualities this person should have:
- Passion about our mission and a personal commitment to social justice, equity, and inclusion
- Professional excellence and integrity
- High level of emotional intelligence and ability to build and maintain strong relationships internally and externally
- Comfortable with fundraising and budgeting
- Ability to influence and inspire others
- Strong critical and innovative thinker
- Exceptionally clear communicator—both written and verbally
- Comfortable with a changing and dynamic organization

Professional Skills and Experiences
- Bachelor’s degree, advanced degree preferred and at least 15 years of work experience
- Strong and successful supervision and management experience and demonstrated success in leading teams
- At least 10 years of experience in grant making and/or leading strategic community initiatives and collaborations with a deep understanding of the role and history of philanthropy
- Experience working in coalitions across a range of diverse movements and initiatives and engaging multiple perspectives
- Leadership in social justice and policy and systems change, with a lens toward racial equity and
power building for low-income communities of color
- Demonstrated understanding of challenges related to racial justice in the United States
- Ability to think and work intersectionally particularly with regard to race, class, gender, sexual orientation and gender identity
- Knowledge of rules regarding lobbying and advocacy for public charities
- Experience and connection to the East Bay

Compensation
This position offers competitive compensation and excellent benefits, in line with the field of philanthropy.

How to Apply
To apply, please send your resume and cover letter to:

Tarek Azzani
Azzani Search Consultants
tazzani@azzanisearch.com

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The East Bay Community Foundation does not discriminate in employment opportunities or practices on the basis of race, ethnicity, religion, national origin, age, sex, sexual orientation, marital status, disability, or any other characteristic protected by law and is an employment-at-will company. EBCF is an equal-opportunity employer. People of diverse backgrounds are strongly encouraged to apply.