

**Family Foundation**  
**Director, Philanthropic Initiative for Oceans**  
*Palo Alto, CA*

### **The Opportunity**

A family foundation located in Palo Alto, CA, is seeking a Director to help develop and lead a new philanthropic initiative dedicated to improving the health of the critical ecosystem of oceans worldwide. The goal of the initiative is to improve the health of the world's oceans to support the diversity of life and meet the needs of the people and communities who rely on it.

The key strategies of the initiative are to:

- Fund specific research to strengthen the knowledge base about the health of our oceans and to identify key issues.
- Look for ocean challenges where insufficient data and knowledge impedes the ability to fully understand problems and take action.
- Find opportunities to make data actionable and leverage technology to develop tools to address key challenges and priorities.
- Support inventors creating tools and products.
- Source and invest in opportunities in both the for-profit and non-profit space.

The initiative will engage in strategic investing that tests, learns, and adapts.

### **Key Responsibilities**

The first six to twelve months will involve significant collaborative work between the family foundation principal and the Director to further develop the vision and strategy for the initiative, analyze the landscape and potential opportunities, develop a strategic plan and begin building a network of partners and allies. The second phase of work involves implementing the strategy and launching an initial portfolio of grants and investments.

Specific responsibilities include:

- Partnership. Develop and maintain a strong, positive, collaborative working relationship with the principal family member.
- Vision and Strategy. Collaboratively work to develop and refine the vision and strategy that will guide the Initiative.
- Strategic Analysis. Engage in a thorough analysis of the field; identify, discuss and analyze a range of potential opportunities for grants, impact investments, partnerships and strategic alliances.

- Operating Plan. Develop an operating plan and budget for the short and long term.
- Networking and External Relations. Build and nurture a network of allies, partners and experts to inform the work. Represent the foundation effectively.
- Start-up Operations. Serve as a “hands on” Director, building the initiative from the ground up including hiring any necessary consultants or staff.
- Grantmaking/Investments. Design, guide, and oversee initial grants and impact investments including: sourcing opportunities, evaluating proposals, undertaking due diligence, and collaborating with grantees and partners.
- Evaluation. Monitor and strengthen the work to inform improvements and next round of funding. Continuous improvement processes, open data sharing, and documentation of successes, failures and learning that exemplify a capacity and culture of openness.

## Qualifications

This is a unique opportunity which will require someone who brings a deep passion for the oceans, expertise in a relevant field and the personal characteristics to successfully facilitate the family’s vision.

### Core Qualifications

- Significant, relevant background experience and education in science, technology, the environment and/or marine sciences.
- An out-of-the box, unbounded visionary with the ability to engage in expansive, creative, analytical, interdisciplinary, collaborative thinking to best leverage investments and funding for maximum impact. The ability to evaluate the potential impact and success of grantees and investments and the strength of their leadership and organizational health.
- Excellent track record of success and impact leading an exploratory or investigative process, building out initiatives and running complex projects involving multiple partners.
- Experienced in building and managing a team.
- Demonstrated commitment to the foundation’s mission and an alignment with the initiative’s goals, approaches and values.

### Additional Attributes

The initiative is a small, intimate environment where culture fit, shared values and attributes are very important. The family member leading this initiative will be a true partner, particularly in the formative stages of the initiative. Successful candidates should exemplify the following:

- Trusted advisor/relationship manager and builder: Has the ability to engender trust; is a thoughtful, open-minded, and excellent listener and thought partner with high emotional

intelligence; able to exchange differing viewpoints and find common ground and/or new directions.

- Flexible, adaptable, humble: Demonstrated work style that is flexible, humble and adaptable; a low need for public recognition; a high need to focus on the “work.” As a new initiative, and organization, there will inevitably be learning along the way that will inspire different approaches.
- Values-alignment: Has a track record of work that is results focused; highly collaborative; committed and passionate; open, honest and transparent; focused on data driven decision-making; independent and resourceful while also being accountable.
- Excellent communicator: Highly developed skills in synthesizing ideas across fields and sectors; speaking, writing, and facilitating to drive clarity of purpose and alignment among collaborators internally and externally.
- Impeccable integrity and discretion: Impeccable reputation for integrity and judgment; models ethics and trustworthiness in all actions. Personal and professional maturity. Ability to maintain confidentiality and discretion. Ability to establish and maintain credibility and trust.

### Compensation and Culture

Salary is competitive and commensurate with background and experience. A generous benefits package is offered as well. A positive work environment that supports excellence, and values work-life balance, is provided.

### Application Process

[Martha Montag Brown & Associates, LLC](#) has been retained for this search. Interested and qualified candidates are encouraged to apply by sending a cover letter, resume and salary information by email to: [Martha@marthamontagbrown.com](mailto:Martha@marthamontagbrown.com). All correspondence will remain confidential.