Position: Vice President of Impact  
Reports to: Chief Executive Officer  
Direct Reports: 4

ABOUT MEYER

One of the largest private funders in Oregon, Meyer Memorial Trust commits its position, resources and energies to dismantling barriers in equity and improving community conditions so that all Oregonians can reach their full potential.

Established in 1982 from the estate of grocery store founder Fred G. Meyer, Meyer Memorial Trust has awarded grants and program-related investments in excess of $930 million to more than 3,500 organizations. With current assets of approximately $1 billion, Meyer’s mission is to accelerate social, racial and economic justice for the collective well-being of Oregon’s lands and peoples.

Learn more at mmt.org.

POSITION SUMMARY:

Meyer seeks a dynamic leader who will partner with the CEO to execute next-stage programming to effectively address Oregon’s most pressing issues. The Vice President of Impact will serve as an innovative and visionary leader to champion impact.

The Vice President of Impact oversees all of Meyer’s mission-focused work, specifically the development of its long-term strategy, oversight of grantmaking, programs and the implementation of values-aligned evaluation. They will oversee Meyer’s program, communications, grants management and learning teams in addition to an administrative assistant.

PRIMARY SCOPE: IMPACT (STRATEGY, PROGRAMS, EVALUATION)

- Work with the CEO and internal teams to implement a new organizational strategy.
- Work with Meyer’s Board, staff and community to develop a values-aligned evaluation process that tracks progress on short and long-term goals.
- Leverage Meyer’s position and voice to advocate for systems-level change in Oregon and beyond.
- Lead, advocate for and apply an anti-racist, intersectional feminist lens to Meyer’s work.
- Lead the Program Department, holding primary responsibility for implementing Meyer’s strategic framework and managing the resources required.
- Lead the Learning and Grant Operations team, holding primary responsibility for creating learning objectives and managing the resources required and due diligence procedures, grant reporting, and expenditure tracking.
• Lead and support the Communications team’s work to lift up narratives that inform, inspire and advocate for systems level change.

LEADERSHIP
• Oversee the work of Meyer’s most externally-facing teams to create and implement Meyer’s new strategic funding priorities.
• Guide, inspire, develop, support and evaluate mission impact.
• Ensure commitment to diversity, excellence, innovation and accountability to support achievement of individual and department objectives as Meyer moves from equity to justice.
• Oversee team-level budgeting, staffing, planning and assessment for Program, Communications and Learning/Grant Operations departments.
• Collaborate with Meyer leadership in execution of Meyer’s mission and participate in setting organizational priorities, budgets and overall strategic direction for the foundation.
• Work with colleagues in the field — regionally and nationally — to ensure that Meyer is incorporating philanthropic best practices into its work, working collaboratively, and actively contributing to field leadership and innovation.
• Maintain external visibility and a leadership position, leverage partnerships to further Meyer’s strategic priorities and influence. Represent the foundation’s mission and priority programmatic areas. Partner with the CEO to represent foundation priorities externally.
• Work closely with the CEO to support Board learning, including the development of program meeting agendas, programmatic and community learning opportunities, and timelines and structures to assess key organizational objectives.

EQUITY:
• Offer extensive lived experience and commitment to working in a diverse and inclusive work environment.
• Promote a positive workplace culture of collaboration, innovation and respect.
• Have excellent interpersonal skills and the ability to establish effective working relationships in a multicultural, multi-ethnic environment.

REQUIRED COMPETENCIES AND SKILLS:
• 10+ years of experience in a complex management and leadership role with direct supervision, performance management, strategic and programmatic planning and budgetary responsibilities.
• Extensive experience in the philanthropic and nonprofit spaces. In addition, experience in government, policy/advocacy, external communications, and program design and evaluation.
• Deep personal commitment to racial justice and systems change, bringing strong personal and professional integrity to the process, people and work.
• Demonstrated experience working effectively with a broad range of stakeholders to address complex policy issues, movement work and community needs — especially those related to equity and justice, changing systems, shifting power and centering community.
• A team player who cultivates a strong sense of community among staff, leadership and Board through collaboration and open dialogue; inspires confidence, establishes credibility and isn’t afraid to challenge conventional thinking.
● An energetic leader who believes change is possible and that Meyer has an important role to play. An optimistic leader with intellectual curiosity, analytical skills, strong “EQ” and political skills.
● Demonstrated experience working through personnel and systems development with humility and tenacity. Creativity in operationalizing equity and inclusion.
● Exceptional collaborative leadership and facilitative management skills with an understanding of the difference between leadership and management, and the ability to exercise both.
● Demonstrated ability to embrace a balanced and reasoned approach to problem solving, having concretely translated concepts into action with an appropriate balance of urgency and reflection. Has a proven record of success in developing and implementing innovative strategies and solutions with engagement of others. Ability to innovate and create, take risks and move with flexibility. Strong learning orientation with the ability to iterate and integrate new knowledge and learning.
● Ability to effectively use values-aligned evaluation, including data and storytelling.
● Outstanding interpersonal and collaboration skills. Capacity to see connections and leverage partnerships and opportunities with Meyer’s investment, finance, communications and operation functions to further organizational impact goals. Deep respect for and partnership with the nonprofit community. Enthusiasm for building bridges between and among a range of public, private and philanthropic stakeholders.
● Exceptional written and oral communication skills, interpersonal awareness, and excellent active listening skills; a communication style that reflects clarity, authenticity, transparency and approachability.
● Ability to travel on an as-needed basis.

PHYSICAL DEMANDS/WORK ENVIRONMENT:
Meyer is committed to the principles of equal employment opportunity and compliance with all federal, state and local laws concerning employment discrimination, including the Americans with Disabilities Act. To this end, Meyer ensures equal opportunity to all employees and applicants regardless of race; color; age; gender identity or expression; sexual orientation; religion; marital status; national origin or ancestry; citizenship; lawful alien status; physical, mental or medical disability; veteran status; or liability for service in the United States Armed Forces.

While performing the duties of this job, the employee will:
● Regularly move throughout the building and use/operate office related equipment and standard kitchen appliances which will require kneeling, bending and reaching.
● Ability to lift and/or move up to 25 pounds.
● Engage in regular communication in-person as well as through electronic means.
● Routinely use computer laptops, tablets, desk phones, photocopiers and monitors, including computer screens, televisions and projectors.
● Ability to work occasionally on evenings and weekends and sometimes early mornings.
● Work in a business setting of open cubicles with an estimated 45 - 60 decibel noise level.

The work environment is a business setting and generally quiet and the physical demands and work environment described are representative of those for an employee to successfully perform the
essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

TIME FRAME
We’re seeking to have the ideal candidate identified by September 2023.

REWARDING BENEFITS:
We offer a comprehensive benefits package, including medical and dental plans, a flexible spending account (F.S.A.) or health savings account (H.S.A.), a generous 401(k) plan with employer match, vacation time, tuition reimbursement and transportation options for the active commuter.

COMPENSATION (commensurate with experience and budget)
Salary Range $236k - $354K

TO APPLY:
Interested candidates are invited to submit a cover letter describing interest in the position and a resume highlighting experience, competencies and qualifications that meet the position’s requirements. Submit application materials in Microsoft® Word (.docx, .doc), Adobe® PDF (.pdf), or plain text (.txt) to VicePresidentofImpact@mmt.org.

APPLICATION DEADLINE:
Please forward application materials no later than 5:00 pm Pacific Standard Time, August 14, 2023.