



Convergence Center for Policy Resolution President & CEO

About Convergence

Convergence convenes people and groups with divergent views to build trust, identify solutions, and form alliances for action on critical national issues. We accomplish this through structured, facilitated dialogue and long-term relationship building. Over the last decade, we have convened over 300 individuals for dialogue-leading-to-action across ten issues including long-term care, health reform, economic mobility, recidivism in the criminal justice system, and K-12 education. Our work has had substantial impact on the government, the business sector, and non-profits, yielding collaborations, ideas, and solutions never thought possible. For more information, visit: www.convergencepolicy.org.

About the Position

Convergence seeks a new President & Chief Executive Officer to succeed the founder as the organization enters its second decade, looking to scale and multiply the impact of its work. The new President & Chief Executive Officer (CEO) will report to the Board of Trustees and will be only the second in Convergence's history. Having built Convergence from an idea into the leading bridge-building organization it is today, Convergence's current President and Founder, Rob Fersh, will transition to a Founder/Senior Advisor role to assist his successor in ways they together determine to be optimal for moving the organization forward, such as writing, fundraising, and visibility-raising. The new President & CEO will be joining an organization with a uniquely valuable mission for these times, a track record of success, an accomplished staff, and an engaged Board of Trustees and Leadership Council. Convergence is poised to expand its reach and deepen its impact.

CEO Competencies

The Board seeks candidates with the following competencies:

- **Provides Exemplary Executive Leadership**
The CEO will be a warm and engaging leader who is accessible and listens to all viewpoints, demonstrates confidence and has a positive approach. The CEO must be a highly accomplished relationship builder, comfortable with constituencies of every ideological perspective across public, private and nonprofit sectors, with demonstrated effectiveness dealing with people of diverse racial, ethnic, cultural, gender and other demographic backgrounds. A forward thinking, energetic individual, the CEO will promote a culture of innovation and collaboration, oversee the key initiatives of Convergence and be a change agent to create on-going excitement and excellence for Convergence in the field. Essential to this position is the ability of the CEO to ensure Convergence maintains the trust of the outside world as a neutral, honest broker and convener of people with vastly different viewpoints and backgrounds.
- **Presents Visionary and Strategic Leadership**
The CEO will promote the compelling mission, vision, values and strategic goals of the organization. The CEO will actively engage with other leaders in the field, working to support existing collaborations and to envision new ways to work together. The CEO must see the big picture - managing current issues while thinking long term. The CEO will be decisive in action, adaptable and accountable.

- Proven Ability in Fundraising and Resource Development
The CEO must engage and steward donors and seek gifts of significance from individual and institutional funders. Entrepreneurial and attuned to donor interests and concerns, the CEO, along with the Director of Development, will direct cutting edge practices in donor development, as well as cultivation of additional/alternative revenue streams, to enhance and improve the organization's funding potential. The CEO will reach out and cultivate new potential donors at all levels and work closely with project leaders and other senior staff to generate foundation funding as appropriate.
- Exhibits Skill in Fiscal Management
The CEO must plan for financial stability and sustainability in partnership with the Finance Director and the Board Finance Committee. A key to this is having the knowledge of organizational finances, the ability to establish and oversee a realistic budget, and the aptitude to use timely financial statements to guide and oversee organizational performance.
- Represents Convergence with External Constituencies
The CEO will work to build the visibility and credibility of Convergence through strategic communications, including outside speaking appearances and written pieces; development of new projects; a burgeoning training and consulting enterprise; as well as through coalitions, partnerships and collaborations with outside organizations. Building an outside understanding of and raising the profile of Convergence is paramount.
- Displays Sound Staff Management Skills
The CEO will create a culture of inclusion, positivity and productivity in the work environment, inspiring, engaging and empowering the professional staff of Convergence. Through selecting, developing and motivating staff, the CEO will foster innovation, teamwork and collaboration to ensure that best practices and cutting-edge developments are the norm.

Key Responsibilities/Essential Functions

The major responsibilities of this position include, but are not limited to:

Resource Development - The CEO is charged to drive key results in fundraising: to help identify, cultivate and solicit prospective donors including high net worth individuals, private foundations and corporate funding sources; to leverage personal and professional contacts and relationships into transformational fundraising opportunities; to explore alternative/earned revenue streams; and to promote a culture of growth in the organization, at both the staff and board level.

Highly Visible and Effective Public Leader - The CEO is out front every day representing Convergence in a manner that creates a robust, trusted leadership image. The CEO is an exceptional leader and communicator and forms important partnerships throughout all relevant sectors and organizations.

Organizational Results - The CEO is responsible for the overall results of Convergence. The CEO works closely with the staff Management Team and Board of Trustees to craft and adapt the strategy to achieve important results, including raising the funds to support it. The CEO will establish and build relationships with top leaders, including those representing the highest levels in business, government and non-profit sectors. The CEO will play a lead role in engaging new talent to serve on the Convergence Board and Leadership Council.

Strategic Management – The CEO serves as the principal resource to the Board of Trustees and gives strong direction in policy formulation and interpretation. The CEO ensures coordination and

alignment of all Convergence activities to strategic direction in the areas of organizational impact, resource development, and staff alignment. The CEO is expected to have the vision required to steer Convergence's course into the future and the visionary ideas to move the organization forward, defining organizational strategies and working plans.

Organization Management – The CEO is accountable for building and leading a high-performing Senior Leadership Team. The CEO will set the tone and establish the culture of the organization as one which is dedicated to its mission, maintains the highest level of integrity, and is strongly oriented to delivering important and measurable results. The CEO will provide direct supervision of the Executive Vice President, the Development/Finance Director, the Director of Communications, and the Senior Director of Projects. The CEO may also oversee one or more project directors.

Qualifications

The ideal candidate will have:

- Passion for and commitment to Convergence's unique mission and the ability to inspire others to partner in support of that mission.
- A minimum of a bachelor's degree with 10+ years of strategic leadership and management experience in the public, private, or non-profit sector. An advanced degree and public policy experience in government or closely related to it, and a strong working knowledge of Congress and the legislative process, are preferred.
- A proven track record in successfully growing revenue and generating transformational philanthropic support.
- A proven record of and genuine interest in successfully building trusted relationships with and among diverse constituencies and stakeholders, including those who reflect the broad political spectrum.
- A successful track record of working with a board of trustees and understanding the volunteer-professional partnership.
- Exceptional leadership and communications skills.
- A high level of intelligence and intellectual curiosity, and a desire to explore new ideas and innovative approaches to solving problems.
- Commitment to the core values of our organization: Integrity, Stewardship, Diversity, Innovation, Trust, and Collaboration.

The CEO has unquestioned integrity; a long-term perspective; a strong sense of accountability; a practical ability to get things done; wisdom and good judgment; a fair and thoughtful approach to management, combined with the flexibility and courage to shift direction and experiment with new initiatives; high energy; and a sense of humor.

Convergence seeks a leader who will model internally the values and approaches that embody its work with the outside world, all in service of high accomplishment and organizational impact.

EEO

Convergence values a diverse workplace and strongly encourages women, people of color, LGBTQ+ individuals, people with disabilities, members of ethnic minorities, foreign-born residents, and veterans to apply.

Convergence is an equal opportunity employer. Applicants will not be discriminated against because of race, color, creed, sex, sexual orientation, gender identity or expression, age, religion, national origin, citizenship status, disability, ancestry, marital status, veteran status, medical condition or any protected category prohibited by local, state or federal laws.

To Apply

To apply for the position, please submit a resume and a tailored cover letter explaining how your experience and skills address those sought in this position description, and noting your required salary range, to ExecutiveSearch@Convergencepolicy.org. Applications may be supplemented by links to published articles, speeches, videos, or other relevant material, but this is not required. No phone calls, please.