



PRESIDENT

Philadelphia, PA

We help our clients shift systems, policies, and practices to make communities stronger, healthier, more equitable, and more inclusive.

[Equal Measure](#), a nationally renowned nonprofit contributing to powerful systems and social transformation across the nonprofit and philanthropic sector, invites applications and nominations for its next **President**. Equal Measure's leadership across the field inspires clients and partners to take action to build capacity, advance cutting-edge trends, and identify new solutions to achieve greater community and social impact.

ORGANIZATIONAL OVERVIEW

At this important transition point in the firm's 32-year history, Equal Measure is exceptionally strong and vibrant, with a steady growth trajectory and a flourishing and stable mission-aligned culture and team. Following the successful tenure of Meg Long, the outgoing President, Equal Measure seeks a new leader to build on the firm's sound strategic plan, outstanding and diverse team and board, steady financial position, and robust pipeline of business.

Through high-quality thought leadership, Equal Measure's new President will continue and strengthen Equal Measure's position in the field as a partner to the social and mission-driven sector. Equal Measure's thought leadership and work will continue to address and help remove structural barriers to equality rooted in racial, ethnic, and gender inequities, and bring the firm's voice to crucial conversations that will shape the field in the coming decade.

Equal Measure is based in Philadelphia, PA, and supports clients and partners across the country. It is composed of a talented interdisciplinary [staff](#) of 26, a diverse and engaged [board](#) with multi-sector experience, and has an annual budget of close to \$6 million.

Established in 1988 as the OMG Center for Collaborative Learning—and becoming a 501 (c) (3) nonprofit organization in the early 1990s—Equal Measure has evolved into a leading professional services consulting firm working at the forefront of field innovation to strengthen partners’ ability to design, implement, evaluate, and communicate the program, policy, and systems change they seek. Equal Measure is one of the top recipients of nonprofit and philanthropic infrastructure grants, and one of the few recipients that serve partners across the mission-driven sector.¹ As a trusted partner and “critical friend” to its clients, Equal Measure provides design, evaluation, capacity building, technical assistance, and communications services, combining insights from mixed-method and interdisciplinary approaches, and grounded in the practicalities and reality of social change.

Over the last two decades, Equal Measure has worked alongside more than 150 clients on a broad range of social change efforts—from local program evaluation to large-scale national and place-based policy and systems change strategies—and every configuration of change effort in-between. Equal Measure’s recent engagements include: a national evaluation of [The BUILD Health Challenge Community Approach to System Change](#), a partnership with the **StriveTogether National Cradle to Career Network** to understand the effectiveness of its [Collective Impact Model](#), and work with the **Aspen Institute Forum for Community Solutions** to evaluate a national investment focusing on [opportunity youth](#). Learn more about the breadth of Equal Measure’s [services](#) and innovative [client-partnerships](#).

Equal Measure’s work—in fields such as [economic mobility](#), [education](#), [public health](#), and [workforce development](#)—has taught us first-hand about the challenging nexus of racial and economic disparities facing communities across the United States, and how funders and practitioners are seeking to address these inequities. We believe that philanthropic investments must reflect the need for broader systems change via on-the-ground programs in the communities that our clients serve. Equal Measure has demonstrated a deep and ongoing commitment to the principles of [Diversity, Equity and Inclusion](#) through a number of efforts, including:

- Supporting clients to design, implement, and assess program strategies that tackle structural barriers rooted in racial, ethnic, and gender inequities;
- Identifying the root causes of social injustice; and,
- Sharpening talent management and professional development practices (e.g., through Learning Circles and a suite of DEI activities) to ensure that Equal Measure’s staff and board members directly reflect the diversity of the communities that the organization seeks to serve.

THE PRESIDENT OPPORTUNITY

Reporting to the Board of Directors, the new President will leverage Equal Measure’s position as a field-recognized “thinker and doer” towards a vision of “doing even better”. Specifically, the President will engage in the following areas:

Vision & Leadership

The new President will provide critical thought leadership to the field that lifts up, synthesizes, and disseminates best practices, lessons learned, and new strategies from Equal Measure’s view across its client

¹ Foundation Center. (2018). U.S. foundation funding for nonprofit and philanthropic infrastructure 2004–2015. New York, NY: Author. Retrieved from [http:// infrastructure.foundationcenter.org/](http://infrastructure.foundationcenter.org/), p25.

portfolio and the broader field. S/he/they will build on existing strengths to help clients and partners advance social change through evaluation and strategic partnership, bringing bold new ideas, approaches and strategies that advance the broader field. The President will continue raising Equal Measure's profile and reputation as a "go-to" partner across the mission-driven sector. S/he/they will provide high-level leadership and support to project teams and will steward key relationships and partnerships with clients, ensuring strategic alignment, expectation-setting, and clarity of process in client engagements.

To lead in this area, the ideal candidate will:

- Be a thought partner and field leader with 15+ years of leadership experience in the social and mission-driven sector, with experience in professional services and business development.
- Have raised the profile of an organization and cultivated partnerships with stakeholders, clients, and thought leaders to leverage their collective work.
- Recognize the interconnections of a range of content areas, including economic opportunity, cradle-to-career education, community health, nonprofit resilience, and knowledge sharing.
- Have a deep understanding of the role of research, evaluation, and strategy development to promote learning and impact for mission-driven clients. Fluency in evaluation and research methods with the ability to communicate complex methodology and facilitate learning across a wide audience are critical.

Advance Equity, Diversity, and Inclusion

Externally, the new President will invite a deep and sustained focus on racial equity, diversity, inclusion, and awareness of power dynamics that is integrated into Equal Measure's work with clients, grantees, and the broader field. Internally, s/he/they will establish and support principles, practices, and policies that reflect racial equity, diversity, inclusion, and awareness of power dynamics that are integrated across the organization at all levels.

To lead in this area, the ideal candidate will:

- Have a deep personal commitment to advancing racial equity, diversity, and inclusion, and the courage to elevate sensitive conversations that recognize and address organizational and field power dynamics.
- Experience creating internal practices that support and advance equity, diversity, and inclusion.

Team Management & Culture

The new President will inspire, lead, and organize a diverse and talented interdisciplinary team of professionals who are connected across roles by a shared commitment to racial and social justice. S/he/they will support an organizational culture and practices that embrace and leverage diversity and inclusion at all levels across staff, leadership, and board, and reflects the communities and people that Equal Measure and its clients serve. S/he/they will invest in authentic relationships and dialogue across individuals and teams to build trust, cohesion, safe space, and opportunities for team members to do their best work individually and collectively.

To lead in this area, the ideal candidate will:

- Have success leading a values-driven organization.
- Be an experienced team leader and manager with the ability to move people toward a shared vision; have a proven ability to create management structures that support team processes and decision making.
- Have a deep understanding of the role of research, evaluation, and strategy development to promote learning and impact for mission-driven clients.
- Bring proven experience leading an organization or team during a time of transformative change.

Organizational Development & Financial Stewardship

The new President will continue to build organizational muscle and processes that promote transparency, collaborative decision-making and continuous learning, effective prioritization, and organizational excellence in execution, all in the context of an inclusive, respectful, values-driven culture. S/he/they will drive effective functioning and integration across teams and roles, ensuring consistent communication, translation of vision to action steps, and systems to assess progress against objectives. Additionally, the President will partner with the senior leadership to grow and diversify the organization's funding base, through cultivation of robust, trusting relationships.

To lead in this area, the ideal candidate will:

- Be a seasoned organizational leader with experience leading staff in all facets of operations, from talent and budget management to strategic planning and communications; have a strong understanding of nonprofit requirements, as well as professional services and consultative functions.
- Demonstrate success identifying and leading new business development opportunities with experience building deep networks of prospective clients and partners, leading teams in drafting proposals and budgets, crafting compelling project cases, and stewarding relationships.

Board Engagement & Development

The new President will support the engagement, recruitment, and onboarding of board members as thought partners and key advisors, effectively leveraging their diverse backgrounds, perspectives, and experiences to inform the strategic direction and growth of Equal Measure and its continued financial strength. S/he/they will engage the board's collective and individual strengths and experiences to support organizational learning and trend-sensing. Finally, the new President will support effective governance practices and mechanisms and seek opportunities to marshal the board's collective capacity to champion and advance Equal Measure's mission.

To lead in this area, the ideal candidate will:

- Have successfully leveraged the strengths and assets of a multi-sectoral board to support an organization's strategy development, network building, and fund development.
- Bring understanding of nonprofit board governance models and communication best practices and a commitment to building a diverse board and fostering dialogue across perspectives.

Style & Approach

The new President will bring a leadership approach that balances passion with pragmatism, thought leadership with humility, and rigor with flexibility. S/he/they will bring creative thinking that sees opportunities and innovations beyond the traditional solutions. Additionally, s/he/they will have the talent and curiosity to lead a team in a rigorous environment and promote a drive for excellence. Finally, s/he/they will have a highly relational and collegial style and bring significant emotional intelligence and a sense of humor to the role.

Requirements

- Willingness to travel at least 25% of the work schedule.
- Bachelor's degree in a related field plus experience commensurate to an advanced degree.

Compensation is commensurate with experience with a target range of \$240,000-250,000. We welcome open dialogue with all interested parties about the full compensation package and employment proposition. The expectation is that the new President will be based in Philadelphia, PA with the team, though there will be flexibility around the timing of a potential relocation given the challenges associated with the COVID-19 pandemic.

APPLICATIONS & NOMINATIONS

Equal Measure is partnering with Allison Kupfer Poteet, Callie Carroll, Cara Pearsall, and Yuniya Khan of [NPAG](#) on this search. To apply, please send a cover letter describing your interest and qualifications, your resume (in Word format), and where you learned of the position to: EM-President@npag.com. *In order to expedite the internal sorting and reviewing process, please type your name (Last, First) as the only contents in the subject line of your e-mail.*

As an Equal Opportunity employer, Equal Measure is deeply committed to diversity, equity, and inclusion and actively seeks individuals who can offer broader perspectives to our organizational thinking and culture.