President and Chief Executive Officer

Position Specification
The Joyce Foundation is a private, nonpartisan philanthropy that invests in public policies and strategies to advance racial equity and economic mobility for the next generation in the Great Lakes region. The Foundation, with assets of $1.3 billion, awarded 380 grants last year totaling $59.2 million.

Joyce supports policy research, development, and advocacy in six program areas: Culture, Democracy, Education & Economic Mobility, Environment, Gun Violence Prevention & Justice Reform, and Journalism. Joyce primarily focuses its grant-making in Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin, while also exploring promising, evidence-informed policy solutions nationally and at the federal level.

The Foundation was founded in 1948 by Beatrice Joyce Kean, the sole heir of the Joyce family, which built its wealth in lumber and related industries. The Foundation’s charter has allowed Joyce to grow with the times, developing strategies that evolve to reflect critical issues in the Great Lakes region.

The Foundation’s commitment to racial equity and economic mobility is reflected in its strategic grant-making priorities, which aim to improve outcomes for the region’s young people who disproportionately face structural barriers to social and economic progress. This commitment also is reflected in the Foundation’s business operations.
The Position

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<tr>
<th>Position Title</th>
<th>President and Chief Executive Officer</th>
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<tbody>
<tr>
<td>Location</td>
<td>Chicago, IL</td>
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<td>Reports To</td>
<td>Board of Directors</td>
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<td>Direct Reports</td>
<td>4: Chief Operating Officer; Chief Investment Officer &amp; Treasurer; Chief External Affairs Officer; and Vice President, Programs</td>
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**Position Summary**

The Joyce Foundation seeks a strategic leader to serve as its next President & Chief Executive Officer. The future President & CEO will build upon the legacy that Ellen Alberding has established in her 34-year tenure at the Foundation, including 22 years as CEO. The successor will continue the organization’s longstanding commitment to the future of the Great Lakes region through its long-term strategies to shape policy that advance racial equity and economic mobility.

With a strong presence in Chicago, a clear commitment to the Great Lakes region, and influence at a national level, Joyce is known for its commitment to, and impact on, seemingly intractable issues. The Foundation does this by: focusing its efforts on supporting research and smart policy change; using data and evidence to inform its work; and taking calculated risks to make big bets. In addition, the Joyce Foundation works collaboratively with other organizations on areas of shared interest, serving as a ‘force multiplier’ in the philanthropic sector and mobilizing a range of stakeholders on strategic issues.

Staying true to Joyce’s core approach, the next CEO will guide the organization in finding new ways to increase impact. The successful candidate will bring the ‘big picture’ thinking that is so critical to the organization’s effectiveness, ensuring connectivity and impact across Joyce’s six programs. The CEO will be a strong operational leader and culture builder, committed to Joyce’s mission to advance racial equity and economic mobility, and will inherit a strong and committed staff dedicated to advancing these values. Importantly, the next CEO will lead the Foundation with a long-term view of both policy change and philanthropy, leveraging a talented team of professionals in Joyce’s respective focus areas.
The Position

Key Responsibilities

• Provide the vision and strategy necessary to enhance the Foundation’s impact.
• Work collaboratively with Board and staff, leveraging their expertise and passion to lead, support, guide and execute the Foundation’s mission and multifaceted initiatives.
• Uphold the Foundation’s history, culture, and reputation. Help the Foundation evolve to meet the changing needs of the Great Lakes region.
• Partner collaboratively with the Board and staff to develop programming, grant-making, legal strategies and systems that are aligned with the Foundation’s vision and mission.
• Serve as the Foundation’s ambassador to external constituencies.
• Work collaboratively with other private and/or public funders and grantees for greater social impact.
• Inspire decision-making in other external stakeholders.
• Oversee the work of the organization.
• Make decisions that support efficient and effective Foundation functioning.
• Provide inspiration, support, and guidance to the team.
• Promote an organizational culture that stimulates open communication and supports collaboration.
• Supervise the investment management and financial administration strategies and systems that are effective and aligned with the Foundation’s vision and mission.
• Build accountability standards and systems that will track the Foundation’s long-term effectiveness and impact.
The Person

Pivotal Experience & Expertise: Criteria Used to Evaluate Candidates

**STRATEGY & VISION SETTING**
Demonstrated experience in charting and implementing a strategic vision, articulating clear direction and expectations, and ensuring proper planning and accountability and continual learning. Ability to identify key opportunities, issues, and challenges in the Great Lakes region with broader implications for the country, with an understanding of the role policy has on these dimensions.

**STAKEHOLDER ENGAGEMENT**
A track record of working with a broad set of internal and external stakeholders, including the Board, staff, and policymakers, as well as nonprofit, philanthropic, and corporate organizations, to develop and implement strategy, advocate for the organization, and advance the Foundation’s mission.

**EXTERNAL VISIBILITY & ADVOCACY**
Strong external presence and network, with the ability to serve as the spokesperson and public face of the organization. A track record of influence and relationship building with policymakers and community leaders. Ability to elevate the organization’s visibility and reputation with a wide array of stakeholders.

**ORGANIZATIONAL LEADERSHIP**
Proven success in leading an organization of significant size and national stature, with a “fiduciary mindset” needed for trusted stewardship. A track record of identifying, developing, mentoring, recognizing and rewarding talent that is diverse in all ways. A demonstrated commitment to advancing the values of Joyce externally and internally. Ability to prioritize and make decisions.
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<th>Trait</th>
<th>Description</th>
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<td>MISSION ALIGNED &amp; VALUES-DRIVEN</td>
<td>Clear investment in Joyce's mission and values, with a focus on measurable, long-term impact in racial equity and economic mobility in the Great Lakes region and beyond. A leader who embraces and lives the values of the Foundation and displays empathy and humility and is a good listener.</td>
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<td>LONG-TERM, BIG PICTURE THINKER</td>
<td>A thought-leader, imaginative about the future and abreast of trends and policies affecting regional and national issues. Combines a sense of urgency with a patient and persistent long-term (20-year or more) view to achieve significant and sustainable improvements in the Great Lakes.</td>
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<td>CONSENSUS BUILDER</td>
<td>A track record of establishing and promoting an environment of mutual respect, learning, and shared purpose. Aptitude in developing consensus among disparate groups or interests, creating buy in, and communicating the path to achieve stated goals.</td>
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Engagement Team

Expressions of interest or nominations can be sent to: JoyceFoundationCEO@heidrick.com

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Email: jpenafiel@heidrick.com

Commitment to a Diverse and Inclusive Team
The Foundation is committed to diversity, equity and inclusion and seeks to build a workforce that is representative of the communities we serve. The Foundation actively invites applications from individuals who identify as a member of a traditionally marginalized and/or underrepresented community.

Heidrick & Struggles serves the executive leadership needs of the world’s top organizations as a trusted advisor for leadership consulting, culture shaping and senior-level executive search services. Our data driven solutions empower senior executives and boards of directors to transform their organizations by leveraging top talent and accelerating performance across all layers of the business.