SEARCH FOR
Vice President, Development & Communications
for Search for Common Ground
About Search for Common Ground

About Us
Search for Common Ground works to prevent and end violent conflict before, during, and after a crisis. Search has a 37-year track record of equipping individuals and societies to find alternatives to violence. We strive to build sustainable peace for generations to come by working with all sides of a conflict, providing the tools needed to work together and find constructive solutions.

Mission & Approach
Our mission is to transform the way the world deals with conflict, away from adversarial approaches and toward cooperative solutions. Instead of tearing down an existing world, we focus on constructing a new one. We do this through a type of peacebuilding called “conflict transformation.” We shift the everyday interactions between hostile groups of people, so they can work together to build up their community, choosing joint problem-solving over violent means.

Where We Work
We work in 29 countries in Africa, Asia, Europe, the Middle East, and North America, with 90% of our staff working in their home countries.

Our Staff
- 90% Local Citizens
- 10% Work Internationally
WHAT WE DO

Conflict is inevitable. Violence is not. We partner with people across Africa, Asia, Europe, the Middle East, and the U.S.A. to end violence and turn conflict into cooperation. We work with all sides of a conflict and at every level of society, from senior leaders to grassroots activists. We help adversaries act on their shared interests to build healthy, safe and just societies.

We work at all levels of society to build sustainable peace through three main avenues: Dialogue, Media, and Community.

• **Dialogue:** Whether at the local or national level, we bring people together across dividing lines to discover and achieve shared goals. We work with those traditionally in power and those without a platform, like women and youth.

• **Media:** Media reaches people in their daily lives. We use media to stir up thoughts and discussions across a whole society about the root causes of violence and how to overcome differences.

• **Community:** We provide a safe space for people to work out their conflicts at the local level. We think creatively to bring divided communities, neighbors, and families together to discover their common humanity.
We work with all sides of a conflict and at every level of society, from top leaders to the grassroots. This includes:

- Political Leaders
- Religious Leaders
- Other Community Leaders
- Children
- Women
- Youth
- Artists
- Members of the Military and Police
- Media Professionals
- Prisoners
WHAT WE TACKLE

Conflicts
Disarmament, Demobilization, & Reintegration
Fair & Responsible Media
Gender Equality

Governance, Democracy & Elections
Interfaith Cooperation
Natural Resource Conflicts
Reconciliation

Refugee & Internal Displacement Issues
Security Sector Reform
Sexual & Gender-Based Violence
Violent Extremism

Finances

FOR EVERY $1 WE SPEND:

- **91¢** Programs
- **8¢** Admin
- **1¢** Fundraising
OUR TEAM

Shamil Idriss
CEO

Isam Ghanim
President

Vacant
VP – Development and Communications

Mike Jobbins
AVP – Global Affairs & Partnerships

Jacqueline Oburu
AVP – HR & Admin

Wasim Khan
VP – Finance

Michael Shipler
AVP – Program Strategy & Quality

Lena Slachmuylder
Sr. VP - Programs
THE OPPORTUNITY

Position Summary

**Title:** Vice President, Development and Communications  
**Department:** Development and Communication  
**Level:** Executive  
**Location:** Washington, DC or New York

The WHY – Purpose of the Role

The Vice President for Development and Communications is responsible for global communications and private philanthropic fundraising strategy and execution. They will lead the development and communication efforts to support Search’s global mission, profile, and strategy. The VP serves as Search’s chief marketing and communications officer and as a member of the Executive and Global Leadership Team will be expected to contribute to and influence organizational strategy to transform conflicts around the globe. The VP of Development and Communication represents and promotes Search, increasing our visibility and supporting our mission, vision, organizational values, and culture. The VP of Development and Communications will report to the President.

The ideal candidate will have a proven track record of developing and managing effective communication and marketing and development strategies to position and elevate Search brand and profile as a leader in the peacebuilding sector in a dynamic global context. They are responsible for developing plans, building strong execution capabilities, and increasing the level and reliability of private funding from high net worth individuals. They also are expected to design and execute effective approaches and processes for research, cultivation, solicitation, and stewardship of private donors. In addition, they will have the demonstrated ability to build a strong communications capability that maximizes Search digital footprint and influence in social media.
Private Philanthropic Fundraising

- Develops and implements a global private philanthropic fundraising strategy, plans, and business processes to expand and increase reliability of revenue from private individual donors.
- Builds strong teams and operating structure to effectively cultivate and steward relationships with philanthropic donors.
- Partners closely with the CEO to cultivate, prospect, and attract funding from major multiyear individual donors.
- Builds a base of volunteers and ambassadors spread in major target cities and engages them effectively to support fundraising.
- Establishes a mechanism for effectively engaging members of the Board of Directors and others affiliated with Search to build a strong portfolio of donors.
- Designs the policies, processes, research, analytics, and systems to deliver high quality private philanthropic fundraising operation.
- Builds a high net worth fundraising program that consistently achieves multiyear fundraising targets and goals.
- Incubates innovative solutions in stewardship of private donors through social media.
- Organize program trips, events, and other types of opportunities to engage high net worth donors.
- Builds reliable research and reporting functions that maximize donor engagement.
- Strengthens synergy between private fundraising and grants from government donors, foundations, and corporations.
- Manages development budget.

Global Communications

- Develops and implements a global communication strategy, plans, and business processes to increase brand equity across stakeholders and constituents.
- Builds and leads a global communications team that is highly motivated by the mission and effective in identifying and communicating captivating content from our programs.
- Develops the capabilities and a mechanism for raising Search’s profile in social media, with emphasis on the use of mobile technology.
- Provides communication services for other teams across the organization including Global Affairs and Partnerships, Human Resources, and program teams.
- Establishes and oversees standards for external communications, brand, and messaging worldwide.
- Support the communication capacity within program teams to help ensure that Search is able to deliver quality communications at every level to advance the mission.
- Develops and provides oversight for a high-quality website.
- Manages the communications budget.
- Ensures the implementation of processes, roles, policies, and systems that lead to a high-performance communication operation, including outsourcing when desirable and efficient.
- Strengthens the synergy between private fundraising, programs, policy advocacy, and communication.
Special Projects

• Lead and oversee the organization of the Annual Award events and ensure they have sponsors and achieve their branding and fundraising targets.
• Orchestrate special meetings and events in collaboration with Board members, volunteers, and ambassadors to cultivate new donors and supporters.
• Oversees the organization of impact trips for existing and potential high net worth donors to programs overseas.

As position descriptions cannot be exhaustive, the position holder may be required to undertake other duties that are broadly in line with the above key responsibilities:

2020 Goals

1. Builds strong teams and operations in philanthropy and communication
2. Achieves $3-4 M philanthropic revenue
3. Strengthens and steward private donor portfolio
4. Develop and deploy strong communication function supportive of fundraising, programs, and policy advocacy
5. Increase brand equity
The HOW – Qualifications and Skills Required

Education

• Master’s degree in communication, marketing, or a related field or proven progressive and demonstrated years of successful experience.

Experience

• 7-10+ years leading fundraising and communication effort in similar organizations (at senior director or executive level).
• Demonstrated experience growing scalable HNW fundraising programs.
• Hands-on experience cultivating, soliciting, and stewarding six and seven-figure gifts.
• Experienced with public relations, content marketing, and event marketing.
• Managing staff and relationships with diverse internal and external stakeholders.
• Building digital presence and digitalized operations.

Behavioral Competencies

• Proven ability to work in a large-scale, global organization and with a young workforce and multi-cultural context.
• Ability to communicate in all settings in English. Additional fluency in French or Arabic is beneficial.
• Strong emotional stamina and ability to work under pressure of targets and deadlines.
• Demonstrated skills in motivating staff while managing their performance.

Commitment to Search Values

• While the current values of Humility ~ Empathy ~ Hope ~ Audacity still serve as a compass for all the work that Search does around the world, Search has recently launched an organization-wide engagement process to revise our current Values.
EEO Policy Statement

The promotion of equal opportunity in the workplace enhances basic human dignity and respect, and the welfare of the society upon which the success of the organization depends. Search is an equal opportunity employer. Equal employment opportunity has been and will continue to be a fundamental principle at Search where there will be no discrimination in any employment practice against any qualified applicant or employee for employment. These employment practices include all aspects of employment including but not limited to recruitment, hiring, working conditions, benefits, compensation, training, promotion or transfer, termination of employment, etc.

District of Columbia law and Search prohibit discrimination in employment on the basis of actual or perceived race, color, religion, national or ethnic origin, sex (including pregnancy, childbirth, related medical conditions or wages), age (anyone 18 years of age or older), marital status (including domestic partnership, same-sex marriage or civil union), personal appearance, sexual orientation, gender identity or expression, family responsibilities, genetic information, disability, matriculation, political affiliation, credit information, and any other protected characteristic as established by federal, state or local law.
Koya Leadership Partners has been engaged by Search for Common Ground to advise in this pivotal leadership hire. Leading this search is Nicole Kamaleson, Managing Director of the Global Practice and Christy Farrell, Vice President Executive Search. If you are ready to submit your completed application, kindly submit both your compelling cover letter (addressing motivation and suitability per the above role specifications) and CV/resume here. Only completed applications, with both CV/resume and cover letter, will be presented to the client.

Search for Common Ground is an equal opportunity employer fully committed to creating an environment and team that represents a variety of backgrounds, perspectives, styles, and experiences. We encourage all to apply because we believe a diversity of voices leads to better discussions, decisions, and outcomes for everyone.
ABOUT KOYA LEADERSHIP PARTNERS

Koya Leadership Partners, a member of the Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

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For more information about Koya Leadership Partners, visit www.koyapartners.com.

The Diversified Search Group is a member of AltoPartners, an international alliance of independent executive search firms. Our alliance with Alto Partners gives us international depth and breath, and the capability to find great leadership anywhere in the world through a network of 58 independent search firms operating in 35 countries around the globe.