

Position and Candidate Specification



President and CEO

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Successful citizens and vital rural communities
Integrity - Stewardship - Respect - Independence - Community

The Ford Family Foundation's history is deeply intertwined with the history of the timber industry in rural Oregon and Siskiyou County, California. Through the boom and bust of the region's economy, generations of rural residents were employed in the effort to convert natural resources into economic growth. Part of the resulting wealth forms The Ford Family Foundation's over \$1 billion corpus.

Kenneth W. Ford and Hallie E. Ford were visionary leaders both as the entrepreneurs behind Roseburg Lumber (later Roseburg Forest Products) and as an engine for philanthropic giving in southwest Oregon. In 1957 during the height of the timber industry in southern Oregon and northern California, Kenneth Ford and Hallie Ford founded a charitable foundation to give back to the people and communities who helped build their successful company. The Foundation grew in size, scope, and geography to become The Ford Family Foundation in 1996, with its main office in Roseburg, Oregon, and its scholarship office in Eugene, Oregon. It was established to endure in perpetuity.

The Ford Family Foundation believes in the power of rural communities. As a private, nonprofit foundation proudly headquartered in Roseburg, Oregon, its investments through grants, scholarships and community building create the conditions where children in rural Oregon and Siskiyou County, California have the family, educational and community supports they need to succeed in life.

The Foundation's work and the way it interacts with the communities is always framed around the Core Values and is driven by the foundational beliefs.

Integrity: Promoting and acknowledging principled behavior

Stewardship: Responsibility to give back and accountability for resources and results

Respect: Valuing all individuals

Independence: Encouraging self-reliance and initiative

Community: Working together for positive change

To learn more about The Ford Family Foundation please visit [the Foundation's website](#), where you can also access the Foundation's [What We Believe Statement](#) and how the [Core Values](#) shape the Foundation's work and behavior.

The Ford Family Foundation seeks a President and Chief Executive Officer (CEO) who embraces the Foundation's legacy, mission and values and will propel the organization to an exciting next chapter of impact. Experience inspiring, growing, and leading an organization while upholding the highest standards of innovation, integrity, and commitment to drive for results will be critical to achieving the Foundation's increased ambitions.

The President and CEO will work closely with the Foundation board, management team, staff, and the communities it serves to actualize philanthropic priorities that reflect and support a recently adopted strategic plan. The Foundation's new leader will inherit an organization that has earned and enjoys a strong reputation and deep trusted relationships across Oregon. The unique opportunity exists to exponentially elevate the Foundation's influence in the state of Oregon and nationally as a model champion for rural communities.

With offices in both Roseburg and Eugene, Oregon, the position is based in Roseburg at The Ford Family Foundation headquarters.

KEY RELATIONSHIPS

Reports to Board of Directors

Direct reports Chief Financial and Operating Officer
Manager, Executive Officer and Board Relations
Director, Learning and Knowledge Management
Director, Postsecondary Success
Director, Children, Youth & Families
Director, Community Economic Development
Director, Rural Community Building

Other key relationships Non-board family members
Philanthropic peers in the region
Local, statewide, and national legislative bodies
Leaders throughout the state working in the Foundation's strategic priority areas
The community of Roseburg (the headquarters town)

IDEAL EXPERIENCE

Deep appreciation for the unique contributions and dynamics of rural communities

Demonstrated political acumen through external relations accountability

Development of creative and innovative approaches that elevate organizational impact

Senior executive management leadership

Data and metrics-driven approach to assessment, management, and operations

Resource allocation and management

Successful partnering with a Board of Directors and/or passionate stakeholders

CRITICAL LEADERSHIP CAPABILITIES

Visionary Strategic Leadership

- Encourages and challenges the foundation to conceptualize and pursue initiatives that amplify its goals and priorities in alignment with its strategic plan.
- Balances near-term objectives with long-term vision and planning.
- Maintains an awareness of the challenges and opportunities for the foundation and its grantees; leads efforts to address, adjust, and direct prioritization and decision-making.
- Models and drives excellence, innovation, and growth in service of The Ford Family Foundation's values and mission.
- Demonstrates intellectual dexterity and curiosity; strong capability for critical and creative thinking and problem solving.

Collaborating and Influencing

- Operates as a natural connector and thought partner who leverages relationships, common values, and aligned aspirations to build coordination and extend impact within priority areas of investment.
- Communicates effectively and elevates the organization's influence and thought leadership.
- Builds collaborative, ongoing partnerships that enhance the Foundation's scope and impact.
- Partners closely with the Board, Foundation management and staff, communities, and other key stakeholders on strategic issues and decision-making.

Leading People

- Experience in complex leadership roles that require operational excellence, relationship-building, and partnership management.
- Builds and sustains a strong and healthy culture of teamwork, collegiality, respect, and trust that reflects the Foundation's culture and values.

- Recruits, develops, motivates and retains a cohesive, sophisticated team; encourages open communication and welcomes critical and constructive input.
- Has experience building and ensuring operational systems and procedures that drive efficiency, transparency, and philanthropic best-practices.

OTHER PERSONAL CHARACTERISTICS

Executive maturity and high energy

Empathetic, low ego, and high EQ, with a high level of integrity

Excellent communication skills, both written and verbal

Cultural agility, with proven ability to honor, respect, and move authentically between communities

Servant leader

APPLICATIONS AND NOMINATIONS

If you wish to submit application materials or nominate someone to serve as the next President and CEO of The Ford Family Foundation, please email: FordFamilyCEO@SpencerStuart.com.