

Wellspring Philanthropic Fund  
Program Director, Global Children's Rights  
Washington, DC

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## Program Director, Global Children's Rights

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### About Wellspring Philanthropic Fund

Wellspring Philanthropic Fund is a private grantmaking foundation dedicated to advancing the realization of human rights and social and economic justice for all people. With offices in Washington, DC and New York, NY, Wellspring's work is rooted in respect for the dignity and worth of every human being and is informed by the following beliefs:

- Social institutions and structures should promote the full realization of human rights and human potential, and should be accountable to these ends
- The rights of all people are advanced when the rights of the most marginalized and vulnerable peoples are protected
- Social justice movements should employ means that are consistent with their ideals, and should give agency to the people whose interests they seek to advance
- As responsible stewards, we must strive to maximize the impact of our charitable investments

The Global Children's Rights (GCR) Program at Wellspring promotes the realization of the rights and wellbeing of children guided by the United Nations Convention on the Rights of the Child and locally defined concepts that support these principles. The Program supports children of all genders, abilities, and orientations, with a specific emphasis on girls.

For more information on Wellspring Philanthropic Fund, please visit [www.wpfund.org](http://www.wpfund.org).

### The Opportunity

Wellspring Philanthropic Fund seeks a Program Director to lead the GCR Program through its next phase of impact. The Program Director will be based in the Washington, DC office and will report directly to President John Taylor and Vice President Myles Taylor.

The Program Director's primary responsibilities are as follows:

#### Values and Culture Alignment

- Understand and value social justice, including racial and gender equity as an organizational operating principle – and bring a commitment to continued learning on issues related to race, gender, equity, diversity, inclusion, and belonging
- Reinforce a culture that is rooted in respect and humility toward grantees, recognizing that grantees are closer to the issues they are working on and the communities they represent than Wellspring is, and therefore lifting up their knowledge and expertise

#### Strategy Development and Implementation

- In partnership with Wellspring's leadership and donors, support the development of strategic plans and the crafting of multi-year strategy documents, as well as background papers and annual reports
- Present and explain sets of proposed grantees and levels of funding, and then ensure that identified strategies are effectively implemented across the full scope of the Program's portfolio of work

## Grantmaking Oversight and Support

- Oversee deployment of the Program's grant funds, consistent with approved budgets and strategies, and ensure adherence to internal grantmaking processes
- Provide support for and oversight of the team's engagement with prospective and actual grantees, including meetings, site visits, proposal solicitation and refinement, and monitoring and evaluation

## External Relationship-Building

- Build relationships in the field, both on the ground in communities and through affinity groups and other formal and informal avenues, representing Wellspring and donors at program-related meetings and other events
- Maintain a high level of policy expertise on issues related to the Program, including but not limited to those with a geographic focus on Africa, Latin America, and the US

## Organizational and Team Leadership

- Lead and collaborate closely with the Program's four-person team, providing overall strategic direction, support, and guidance to the staff, and actively supporting the professional growth and development of the team members
- As a member of Wellspring's Management Team and the Program Management Team, support the development and implementation of organizational initiatives, priorities, and policies, and foster healthy working relationships within the team and across Wellspring
- Serve as a bridge between the Program staff and Wellspring's leadership, the Management/Program Management Teams, the Chief Operating Officer, the Deputy Chief Operating Officer, and the Learning & Evaluation, Grants Management, and Administrative teams

## Candidate Profile

The ideal candidate will have the following professional and personal qualities, skills, and characteristics:

- Minimum of 15 years of experience (at least 5 of those in a leadership position) with an international NGO or foundation focused on international children's rights
- Experience working globally, particularly in Africa and Latin America, as well as in the US; a focus on issues related to girls is preferred
- Demonstrated experience building relationships with a range of stakeholders, including advocates, funders, grantees, donors, internal staff, and others
- Cultural competence, respect, open-mindedness, and strong listening skills
- Effective public speaking and interpersonal skills
- Ability to handle confidential donor information with complete discretion
- Ability to think strategically and establish goals and priorities that will be included in a multi-year workplan for the Program
- Understanding and embodiment of Wellspring values, including humility and teamwork
- Ability to travel domestically and globally (up to 25%)
- An advanced degree (or relevant experience) is preferred, but not required
- Prior grantmaking experience is a plus

## Compensation & Benefits

The annual salary for this role will be \$210,000-\$250,000, commensurate with qualifications and experience.

Wellspring Philanthropic Fund offers a very generous benefits package, including payment of 100% of the health insurance premiums for employees (and 80% of the premiums for spouses, domestic partners, and qualified family members). Wellspring also offers other benefits, including life insurance, long-term disability protection, a group 401(k) retirement plan (with employer match), support for continuing education, up to \$5,250 in annual student loan repayment or college savings assistance for dependents, and is committed to providing transgender-inclusive healthcare.

## Contact

Koya Leadership Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Molly Brennan and Meghan Franklin are leading this search. To recommend potential candidates or to express your interest in this role, please visit this link: <https://talent-profile.koyapartners.com/search/4030>. All nominations, inquiries, and discussions will be considered strictly confidential.

Wellspring Philanthropic Fund believes it is strengthened by the diversity of its staff, and welcomes such diversity, including race, gender identity or expression, educational attainment, disability, veteran status, and personal experience with the criminal justice system. Wellspring welcomes applications from people of all cultures, backgrounds, and experiences, and strongly encourages people of color and persons with disabilities to apply. Wellspring actively cultivates an institutional culture that reflects the values of respect, equity, and inclusion that it seeks to amplify in the larger world.

## 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.

For more information about Koya Leadership Partners, visit [www.koyapartners.com](http://www.koyapartners.com).