



## **Chief Executive Officer**

**(New York, NY)**

### **Background:**

The Interfaith Center on Corporate Responsibility is a coalition of faith-based and values-driven organizations who view the management of their investments as a powerful catalyst for social change. Operating on an annual budget of \$2.1 million, our organization comprises nearly 300 organizations including faith-based institutions, socially responsible asset management companies, unions, pension funds and colleges and universities that collectively represent over \$100 billion within their own invested capital.

ICCR members and staff engage hundreds of multinational corporations annually to promote more sustainable and just practices because we believe in doing so they will secure a better future for their employees, their shareholders, the people touched by their operations and the environment.

Pioneers of the shareholder advocacy movement, ICCR members were the first religious investors to file proxy resolutions with social and environmental themes. ICCR's 40+ year legacy is living proof that positive corporate transformation is possible, and we have pledged to mentor others in this important work.

### **Our Issues:**

ICCR priority issues are determined through a prioritization process that occurs every five years and are voted on by the full membership. Current priority issues are:

Environment – Global Climate Change, Environmental Justice.

Human Rights – Global Supply Chain, Trafficking and Slavery, Celebration without Exploitation

Water – Human Right to Water, Corporate Water Impacts

Food – Access to Nutrition, Commodities and Land Speculation, Antibiotics in Meat Production, GMOs, Labor

### **The Position:**

The CEO will report to the Board of Directors and will have the following direct reports: Chief Operating Officer (COO), Director of Institutional Advancement, Director of Finance Administration, Director of Communication and Confidential Executive Assistant.

The CEO will report to and work closely with the Board of Directors in implementing the strategic direction for the organization as determined by the Board and the ICCR membership. The CEO, together with the COO, are responsible for managing ICCR's day-to-day operations, staff and all budget and fiscal matters. The CEO has primary oversight and responsibility for fundraising, developing and implementing successful fundraising strategies. The CEO works to create excitement and energy in ICCR and

encourages others to support and promote the organization's mission, raising its profile and broadening its base of support to carry out its mission and intensify its future impact.

### **Responsibilities:**

#### Board Relations –

1. Maintains a strong working partnership with the Board to support and enhance ICCR's mission across all programmatic and resource development activities;
2. Supports the board and provides leadership in the development of multi-year strategic plans and related goals and other planning processes of the Board;
3. Works with the Board to identify and recruit new members; regularly briefs the Board on the status of the organization and relevant governance issues; develops creative and compelling ways to increase Board participation in strategic planning, outreach and resource generation.

#### Membership and External Relations –

1. Increases awareness and visibility of ICCR; articulates a clear, compelling case for support of ICCR; acts as ICCR's primary spokesperson and advocate; spreads ICCR's message to extend its reach and increase its base of supporters;
2. Operating in a culture of faith-based values, provides proactive, creative and entrepreneurial leadership in the identification and cultivation of new members;
3. In partnership with the Board, furthers development of the ICCR brand to increase recognition and maintain ICCR's role as an industry leader;
4. Establishes and maintains a strong working relationship with member organizations, listens to their concerns and issues, finds commonalities and encourages cohesion; allocates resources responsibly so that ICCR remains responsive and effective;
5. Explores and leverages synergies with like-minded partners to advance ICCR's mission.

#### General Management, Resource Development, Finance and Program –

1. Oversees, and reports to the board on, the regular evaluation of ICCR's programmatic priorities and outcomes; ensures the effective deployment of staff and resources; seeks opportunities to continue to enhance the quality of ICCR's work so it remains cutting edge and an industry standard;
2. Manages ICCR in a fiscally sound manner; directs all financial operations, including the budget process, financial reporting to the Board, expenses, projected levels of funding and cash flow;
3. Provides leadership to all ICCR's internal and external constituencies. Grows a sound funding base that supports and grows ICCR current and future programs, projects and operations; establishes effective relationships with major donors, while cultivating and soliciting new ones; seeks new and sustainable sources of revenue generation;
4. Implements the approved multi-year strategic plan and periodically reports on progress in achieving the plan;
5. Works with staff leadership across the organization (program, development, finance and administration) to drive and coordinate program and resource development strategies and implementation. Develops and oversees an effective management structure;
6. Builds and maintains effective working relationships with the Collective Bargaining Unit to advance ICCR's mission;
7. With support from the COO, ensures that day-to-day operations of ICCR are smoothly and efficiently administered; effectively manages communications across the organization.

## **Qualifications:**

### Professional –

1. Bachelor's degree required; relevant Master's or advanced degree desirable.
2. Understanding of financial markets and background in non-profit management, organizational advocacy, policy analysis and/or investment strategies, as well as leadership in campaign strategy and execution.
3. At minimum, 10 years in an organization as an accomplished and highly respected senior manager with a track record of strategic planning, budgeting, fiduciary excellence and resource development (human and financial).
4. Proven track record in collaborative team-building and human resource management.
5. Ability to conceptualize, organize, motivate and inspire constituents to achieve ICCR's goals and objectives.
6. Ability to assemble and interpret data and to communicate through persuasive, informative reports, presentations on multi-media platforms.
7. Relevant experience in working with senior management and with an active, involved Board of Directors.
8. Willingness to travel extensively and maintain a demanding work schedule.
9. Ability to use public speaking to inspire and motivate employees, members, institutions and the general public to support the mission and goals of ICCR.
10. Highly evolved leadership and human relations skills.

### Personal –

1. Dedication to ICCR's faith-based mission and priority issues.
2. Creative, analytic and strategic problem-solving skills.
3. Ability to conceptualize and innovate to achieve personal and professional goals.
4. Mature judgment, high integrity and self-actualization.
5. Appreciation of diversity and cultural differences.
6. Excellent political skills and appreciative inquiry.
7. Excellent communications, leadership and interpersonal skills.

Competitive salary and benefits, commensurate with level of experience and credentials.

**For More Information Contact:**  
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David J. Andrews Associates, LLC

*It is the policy of ICCR to provide equal employment opportunities to all applicants and employees without regard to race, color, religion, gender identity or gender expression, sexual orientation, age, national origin, marital status or disability. This policy is intended to reflect the values and ideas of ICCR's members and to help ICCR itself model the equal employment opportunity (EEO) and affirmative action practices that its members urge corporations to adopt.*

**To Apply:**  
**Please send a résumé with a brief cover letter to:**  
**Lorraine Rolston**  
**[executivesearch@iccr.org](mailto:executivesearch@iccr.org)**