Job Posting
Senior Vice President of Learning

REPORTS TO: President
CLASSIFICATION: Full Time/Exempt
LOCATION: Philadelphia, PA

ORGANIZATIONAL OVERVIEW

Philanthropy Network Greater Philadelphia is a growing membership organization that brings together nearly 120 philanthropic organizations from across Greater Philadelphia. Its mission is to strengthen philanthropy to create a vibrant, resilient, and equitable region. The Network is comprised of prominent national grantmakers, family foundations, community foundations, public charities, and giving circles. These members invest over $500 million annually in organizations and programs addressing education, economic opportunity, community development, arts and culture, the environment, and more.

SUMMARY DESCRIPTION

Philanthropy Network Greater Philadelphia seeks a dynamic and collaborative Senior Vice President of Learning to develop a robust multi-year learning agenda for Philanthropy Network members to bolster the philanthropic sector’s capacity to advance diversity, equity, and inclusion (DEI) with an intersectional lens, and serve as an internal and external advisor and thought leader on effective and equitable philanthropic practice. The Senior Vice President of Learning will:

1. Devise and disseminate frameworks, toolkits, and other resources based on existing models the Network has adopted and other evidence-informed sources.
2. Work with member organizations and communities of practice to facilitate comprehensive intersectional equity alignment, process documentation, and other organizational enhancements.
3. Co-lead Philanthropy Network’s signature programs, including the SPARX Annual Conference, the Annual Members’ Meeting, and other learning events;
4. Provide technical assistance and guidance, program evaluation, work on select convenings, and bolster cohort instruction models; and
5. Manage staff and lead special projects related to the Network’s broader impact goals as needed.

This position is a hybrid role based in Philadelphia, Pennsylvania, with in-person presence required three days each week and other days as needed.
BACKGROUND

Philanthropy Network’s Board of Directors has endorsed the following set of values to guide its work:

- **Adaptive Leadership** - taking bold, agile, and informed action to seize opportunities and address the most significant challenges in our region.
- **Equity** - using philanthropy intentionally as a tool to address structural racism and all other inequities.
- **Partnership** - working with Philanthropy Network members and others to leverage resources, knowledge, and relationships while retaining the independence of individual organizational priorities.
- **Openness** - working with the community in participative, transparent, and inclusive ways.
- **Learning** - learning from research, evidence, experimentation, and lived experiences to create systemic impact.
- **Stewardship** - transparent, responsible stewardship of resources guided by high standards of integrity and accountability.

A new President joined in Fall, 2022 and is charged with actualizing these values in the organization’s work and in the work of its members. Philanthropy Network strives to meet the needs of its members by providing knowledge of the region, insight into different types of philanthropy, and community engagement. The Network further supports its members and their work by leveraging resources and working collaboratively on social issues. By documenting processes, outcomes, and learning, the Philanthropy Network seeks to strengthen connections across the philanthropic, health, human services, economic, education, environmental, arts and culture, gender justice, policy, and other spheres throughout the region. The annual SPARX Conference, communities of practice, member gatherings, learning cohorts, and a wealth of educational materials and programs are at the heart of the success of this learning organization. The Network aims to influence funder practice across the Philadelphia region and beyond through these efforts. Philanthropy Network continues to adapt to changing conditions to co-create and advance new societal possibilities.

THE SENIOR VICE PRESIDENT OF LEARNING will build a comprehensive learning strategy for the Philanthropy Network and its members to advance a more inclusive and equitable way of practicing philanthropy. The Senior Vice President of Learning will leverage the power of narrative and storytelling to engage members and enhance the impact of their giving.

RESPONSIBILITIES

- Manage, monitor, develop, and coordinate a diverse learning portfolio that reflects the values of Philanthropy Network and the interests of corporate, large national, family, and individual donors, public charities, and grassroots and emerging philanthropic organizations that comprise its membership.

- Identify new partners and work with prospective ones to create high-impact products, conduct organizational assessments, develop toolkits, and support long-term planning.
● Undertake periodic progress reviews with members. Encourage collaboration, learning, exchange, and strategic partnerships across the membership. Regularly identify potential future directions for the portfolio.

● Maintain up-to-date knowledge of models and best practices in developing and implementing diversity, inclusion, and equity strategies by staying abreast of the relevant literature and thought leaders, building relationships with other organizations doing similar work, and maintaining contact with experts in the field.

● Develop and execute mechanisms for internal communication and information sharing (i.e., best practices, progress toward goals, available tools, and resources, etc.) to enable individuals, teams, and the organization to maximize engagement in the intersectional equity process, and to nurture a culture open to approaching our work and colleagues in new ways.

● Serve on and facilitate internal and external workgroups and committees, formal and informal, that advance Philanthropy Network’s goals, such as operationalizing intersectional equity, racial equity, intersectionality, power sharing, and participatory grantmaking. Liaise with various member organizations that seek to advance philanthropic practice.

● Engage in virtual and in-person coaching of Philanthropy Network members to build their capacity to co-create with member grantee partners. Develop, document, and implement plans to strengthen their resilience and effectiveness.

● Collaborate with internal colleagues, Philanthropy Network members, and senior community stakeholders, such as public sector officials, advocates, nonprofit leaders, grassroots leaders, academicians, and residents of the five-county region to refine, expand, and implement all elements of the emerging philanthropic engagement strategy.

● Manage financial and other organizational resources related to program development and intersectional equity, including consultant contracts.

QUALIFICATIONS:

● BA/BS and a graduate degree or equivalent work experience.

● At least eight years of experience in the philanthropic sector in the Philadelphia region as a grantmaker, trustee, or senior staff of a capacity-building intermediary or consultancy. Experience with both the nonprofit and corporate sectors is a plus.

● Demonstrated understanding of the role of philanthropy relative to nonprofits, government, and business; knowledge of the different types of foundations and donors, along with the history of past efforts to reform philanthropy.
● Expertise in developing toolkits, written educational briefs, teaching materials, frameworks, tools, and resources on social justice concepts such as racial equity, economic justice, intersectionality, gender justice, and structural bias.

● Familiarity and experience with organizational/network development concepts, frameworks, and tools; ability to adapt capacity-building approaches to numerous philanthropic models, organizations, and domains.

● Track record of strategic deployment of the various mechanisms and venues through which philanthropy and our grant partners can effect change (e.g., external pressure, internal advocacy, research, collaboration, networks, etc.).

● Depth of knowledge of at least one domain central to the Philanthropy Network, such as Health and Human Services, Arts and Culture, Environmental/Climate Justice, Economic Security, Housing Security, Civic Society and Engagement, Education, Disability, Aging, LGBTQ rights, Human Rights, Criminal Legal System Reform, etc.

● Significant personal and/or professional experience with the power of personal narrative, asset framing, and the deployment of storytelling and self-narrative in equity work.

● Proven track record of working closely with communities that have been historically marginalized and the systems that affect their lives.

ADDITIONAL REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES

● Unyielding commitment to advancing intersectional equity, including but not limited to racial equity, gender justice, disability justice, economic justice, religious freedom, and recognition of all people’s inherent dignity through work and interactions with all stakeholders, colleagues, and teammates.

● Lived experience in one or more of these areas is a plus.

● Superb teaching and facilitation skills.

● Exceptional communication skills – strong, active listening, excellent verbal, written, and public presentation skills.

● Proven ability to engage with various stakeholders and in coalition with others; openness and curiosity about new approaches and different points of view.

● Ability to navigate large and complex institutions and systems; willingness to participate constructively on organizational priorities beyond the immediate focus of this portfolio; comfort with institutional change and periods of ambiguity.

● Knowledge/understanding of philanthropy, public sector, nonprofits and the broader social impact ecosystem in Greater Philadelphia.

● Written and oral fluency in English. Additional language fluency is welcome and a plus.
PHYSICAL REQUIREMENTS

This position is primarily sedentary. However, the person in this position may need to occasionally move about inside the office to liaise with internal staff, access files, office machinery, and a copy machine/printer. Some travel directly related to the learning development role, and planning and attending conferences, retreats, and meetings, will be required. Travel across the region is expected and will comprise approximately 20% of working time. Domestic travel is expected when it is safe to travel, about 5% of working time.

Philanthropy Network Greater Philadelphia is committed to providing access, equal opportunity, and reasonable accommodation for individuals with disabilities in employment, its programs, and operations. As part of this commitment, Philanthropy Network will ensure that persons with disabilities are provided reasonable accommodations. If a reasonable accommodation is needed to participate in the job application process, please contact Tia@philanthropynetwork.org.

TARGET START DATE: May/June 2023

COMPENSATION: The minimum salary for this position is $140,000, and the maximum is $152,000.

BENEFITS: Generous benefits commensurate with non-profit industry standards.

TO APPLY
Please submit a cover letter, resume, and writing sample of a toolkit or curriculum guidance you have developed to Tia@philanthropynetwork.org. If you were referred or recommended for the position, please include that information.

Equal employment opportunity and having a diverse staff are fundamental principles at Philanthropy Network Greater Philadelphia, where employment and promotional opportunities are based upon individual capabilities and qualifications without regard to race, color, religion, gender, pregnancy, sexual orientation/affectional preference, age, national origin, marital status, citizenship, disability, veteran status or any other protected characteristic as established under law. Philanthropy Network Greater Philadelphia does not discriminate against formerly incarcerated individuals.