

Executive Director – Position Announcement

The Foundation for Self Leadership, a global not-for-profit organization incorporated in the United States, invites nominations and applications for the post of Executive Director. This competitive search process will be open through April 30, 2019.

The Foundation seeks a unique individual to grow its funding, manage its operations, and extend its reach, with direction and guidance from a volunteer Board of Directors. The Executive Director position will be a half-time, paid position.

Selected through a rigorous, confidential review and screening process, the incoming Executive Director will shepherd the organization beyond its start-up phase and into its next period of growth and effectiveness. Specifically, the executive function's charge and responsibilities are to:

- (a) Effectively build a strong and sustainable funding base for the organization as one of the highest priorities ahead;
- (b) Soundly and accountably manage a lean operation by inspiring and steadily guiding the work of staff and volunteer associates, while enhancing the efficiency of existing operational and fiscal systems and processes;
- (c) Consistently deepen relationships with a growing community of IFS practitioners and individual donors and foster existing and new collaborations with partnering organizations, The Center for Self Leadership among them;
- (d) Successfully oversee and expand branding efforts and public communication, including the semi-annual OUTLOOK magazine, digital communiqués and social-media activities;
- (e) Effectively lead the planning, implementation, and evaluation of strategic programs designed to cohesively and synergistically advance the Foundation's mission.

The ideal candidate will have relevant experiences in organizational leadership, executive management and/or development with a track record for achieving results; proven qualities of servant, collaborative, and creative leadership; community-building abilities; emotional maturity and a commitment to personal growth; an entrepreneurial spirit and a can-do attitude; a global outlook; and a passion for making a positive difference in people's lives (further details below). It is further anticipated that the selected Executive Director will seek to gain deeper understanding of, and personal experience with, the IFS model over time.

The successful candidate is expected to start on or around July 1, 2019, serving in a half-time capacity (equivalent to a 20-hour-per-week engagement) during the first year. The prospective executive will direct and oversee the performance of a small team of paid and volunteer staff and be the only member of the organization's staff reporting directly to the Board of Directors. The Board meets monthly on a virtual platform and in-person generally twice a year, if possible. Given the wide dispersal of staff and volunteer associates and Board members, the new executive may operate from any geographic location, assuming full access to video technology.

About the Foundation. By promoting the paradigm and practice of Self leadership, the Foundation for Self Leadership vigorously pursues a vision of a world in which all individuals can harness their inner wisdom and achieve emotional healing and well-being.

The work of the Foundation is based on, and inspired by, the Internal Family Systems (IFS) model of psychotherapy. IFS posits that:

- ✦ Within our human psyche lies an innate, core wisdom, referred to as the Self;
- ✦ Access to the Self is often blocked by parts (sub-personalities); some parts carry the emotional wounds resulting from human development and life's traumas, while other parts attempt to protect the system from further wounding;
- ✦ Healing and inner balance are achieved when the needs of these wounded and protective parts are considered and addressed, which then allows inherent qualities, such as compassion and courage, to be readily accessed.

The concepts of Self and parts and their interactions are seen to be understood intuitively and cross-culturally by individuals who are introduced to them. Furthermore, the Self leadership/IFS paradigm has applications that extend far beyond psychotherapy. It applies across all professional, personal, and social settings and holds promise for the advancement of peacefulness within and among individuals, groups and communities. This establishes the context for the Foundation's far-reaching vision and work.

Through its portfolio of activities and programs, the Foundation pursues key strategic priorities:

- ✦ Research: Stimulation and support of independent, rigorous research regarding the efficacy of IFS in various clinical settings, with the intent to broaden the base of IFS-related empirical data;
- ✦ Youth: Active development and dissemination of Self-leadership applications in schools and among youth, fostering emotional development and resilience as a critical element of personal growth and development;
- ✦ Military Veterans: Continued promotion of IFS as a treatment for PTSD and depression, especially among returning war veterans, with the aim of making IFS one of the psychotherapies of choice at agencies and medical centers serving these vulnerable populations;
- ✦ Community: Enhanced leadership and service through greater participation in global initiatives focused on emotional health and wellbeing, closer collaboration with The Center for Self Leadership, sustained responsiveness to the IFS community's needs, and deliberate facilitation of locally active communities of IFS practitioners.

As a point of emphasis, it is critical for the Foundation to: (1) expand its funding base and elevate its visibility; (2) broaden its external communications program to inspire and engage its community; and (3) increase the effectiveness of its management and financial systems and processes. Working closely with the Board, the new Executive Director will assess programmatic initiatives to establish the next applicable set of priorities and milestones based on the external landscape and fiscal outlook.

With an annual growing budget averaging \$150,000 USD per year over the last three years, a few notable accomplishments have been met and are expected to be built upon by the new Executive Director. Among them are: securing acknowledgment of IFS as an evidence-based practice; completing the development of an IFS adherence scale and its inter-rater reliability study; supporting two independent research studies on IFS and trauma; sponsoring a pilot teachers' experience, bringing and examining notions of IFS in two schools; building an annotated and searchable online database of research-related IFS publications; developing and sustaining a community-wide communications

program, including the publication of a semi-annual IFS community bulletin; and building an adequate operational infrastructure that supports development and financial management needs.

The work of the Foundation has been sustained by annual fundraising campaigns, securing financial contributions from The Center for Self Leadership and an increasingly larger number of caring individuals who share the Foundation's vision.

About the Search Process. A search committee, including members of the Foundation's Board, will be overseeing the review and screening process and making recommendations to the Board for finalist interviews. Interested candidates are invited to submit by email the following documents (preferably in one consolidated PDF attachment) **no later than April 30, 2019**. The email should be sent to ExecutiveSearch@FoundationIFS.org with "Executive Search" as the subject line.

- ✦ A cover letter, addressed to the Executive Search Committee, Harley Goldberg, DO, Chair, expressing interest in the position and presenting:
 - (a) A compelling case for why the candidate is the right person for the position (previous successful experiences as CEO or leadership roles in terms of fundraising, planning, management, community-building, and other relevant areas of engagement), addressing these key questions:
 - * What has been your experience leading/building an organization past its start-up phase into a growth phase?
 - * What is your experience in raising annual funds to ensure a multi-year stable, reliable source of funding for the organization?
 - * What has been one of your greatest professional challenges to date and how did you address it?
 - (b) Clearly articulated responses to the following questions regarding the Foundation's work:
 - * What in your opinion is a major challenge facing a nonprofit like the Foundation and how would you propose to address that challenge?
 - * Which of your proven competencies is the best fit for the Foundation at this point of its growth and why?
 - * What do you see as opportunities for growth for the Foundation for Self Leadership?
- ✦ A detailed résumé or CV listing professional posts; describing job responsibilities, challenges and accomplishments for key posts; providing all pertinent academic credentials and professional development trainings; and sharing other data the candidate deems relevant.
- ✦ A list of three professional references (full names, current positions and titles, email addresses, and phone numbers), describing context of relationship with each.

Names of candidates and all documents and information relating to the search will be treated in complete confidentiality by members of the Committee, support staff, and Board, throughout and following the conclusion of the search.

The Foundation vigorously embraces diversity of opinions and ideas throughout its programmatic planning and implementation. We highly value and warmly welcome diversity across all human aspects of race, ethnicity, gender and gender expression, sexual orientation, national origin, age, abilities, and military status.

Selection Criteria. The successful candidate will exhibit qualifications and proven skills that promise to be the best fit for the organization at its current stage of development. Criteria such as technical experience and development and managerial skills, personal outlook and character, qualities of leadership and service, and communications ability will inform the selection outcome.

Elaborating on what was listed earlier, following is the minimum set of qualifications and skills expected:

Essential

- ✦ No less than ten years in an executive officer or senior management capacity [Applicants needs to show involvement in strategies that move organization from a given point A to a more advanced point B.]
- ✦ Proven experience with managing successful fundraising efforts and effectively building and managing budgets in support of strategic priorities and programming
- ✦ Applied knowledge of nonprofits and proven success in leading an organization past the start-up phase and into/during a growth phase
- ✦ Successful prior engagement with a Board of Directors or senior management cabinet
- ✦ Strong written and oral communication and public-speaking skills [A sample of writing may be requested during the review process]
- ✦ Comfort with a virtual workplace, directing staff, energizing volunteers, and working with diverse groups of individuals in various locations around the world
- ✦ High emotional maturity, positive can-do attitude, and relational wisdom
- ✦ Entrepreneurial spirit, action-oriented and self-starter
- ✦ High ideals of integrity, transparency, collaboration, and qualities of Self leadership
- ✦ High commitment to the vision and mission of the Foundation and its values, compassion, embracing of differences and diversity, and passion for advancing inner and outer peace lead among them
- ✦ Global outlook

Desired

- ✦ Deep understanding of and appreciation for the IFS model and its far-reaching potential within and beyond psychotherapy.
- ✦ An advanced academic degree in a field related to the work of the Foundation or the requirements of the position
- ✦ High-level knowledge of research activity and research fund development

Information about the Foundation may be found at www.FoundationIFS.org or on its YouTube® channel or social-media platforms. For any questions, please write ExecutiveSearch@FoundationIFS.org.

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