

WEISSBERG FOUNDATION

Executive Director

About the Organization

Founded in 1988, the Weissberg Foundation is a Virginia based family foundation that is deeply rooted in the values and experience of its founder, Marvin Weissberg. As the son of immigrant parents and the youngest of five, Marvin grew up in humble circumstances, but was given tools to succeed that were not afforded to all Americans, including access to the GI bill which allowed for quality education. From an early age, he developed an infectious spirit of generosity and ensured those around him benefitted from what he acquired. Out of that generosity and awareness of his privilege, Marvin launched the Foundation and remained actively involved up until his recent passing on May 17, 2021. You can learn more about his life and legacy [here](#).

Historically, the Foundation has directed its support to the communities of Northern Virginia, Washington, DC, and suburban Maryland, envisioning a world that recognizes inequities and actively seeks to dismantle structural racism by continuously building access, opportunity, and power. Principally, the Foundation serves as a funder while also supporting and collaborating with organizations that empower those most negatively impacted by systemic racism.

Most recently, the Weissberg Foundation funds efforts in four core program areas: Disrupt, Move, Voice Power (DMV Power); Equitable Justice; Equity, Diversity and Inclusion in Theater; and Human Rights and Social Justice Programs at Beloit College. Read more about the program areas [here](#). Some of the Foundation's current grantees include local theaters, organizations dedicated to building power by and for people of color, organizations that build the leadership and advocacy capacity of system-impacted women, girls, and gender non-conforming individuals of color, and programs at Beloit College in Wisconsin to prepare US and international students to engage, promote and defend human rights.

About the Opportunity

The Foundation finds itself at a point of evolution, amid the country's racial reckoning and renewed commitments to justice, and moved by the passing of Marvin Weissberg. As it looks to the future, the Foundation is poised to deepen work within its strategy areas throughout Virginia and also continue working to change the systems that exclude marginalized groups, removing barriers to their power.

The Executive Director will play a critical role in leading this next chapter in the life of the Foundation, including: planning for and directing funding from the increased endowment following Marvin's passing; partnering with the Board and staff to lead and update the Foundation's governance structure and current strategic growth plans; and continuing to shape and refine programming while broadening the Foundation's engagement in Virginia.

Areas of Leadership & Impact

At the heart of the Executive Director's work will be:

- *Mission & Values Alignment:* Refine the strategic plan and governance structure of the Board to include leading its expansion to 50 percent non-family members;
- *Commitment to Diversity, Racial Equity & Inclusion:* Deepen the Foundation's mission toward and understanding of racial justice, equity and intersectionality;
- *Programmatic Vision & Direction Setting:* Deepen personal understanding of issue areas in the region, especially the state of Virginia, in order to grow the Foundation's program design and implementation; set clear direction, aligned with the mission and vision, and invest others in the process and execution;
- *Team Leadership:* Support and develop the team - individually and collectively - to grow the Foundation's knowledge base, leadership in program areas and overall impact;
- *Organizational Leadership:* Collaboratively engage all stakeholders, including but not limited to the Weissberg family's current and next generations of stewards, existing and to-be-recruited Board members, staff and grantees, while expanding the Foundation's impact throughout Virginia;
- *Philanthropic & Financial Management:* Set, direct and manage the Foundation's endowment, budgets and giving portfolios.

Key Skills and Experiences

The Executive Director role is ideal for a mission driven, equity focused leader who has designed and grown an organization, department and/or program for long-term success. Our ideal candidate is an effective change manager that can lead across lines of difference, through partnerships, build consensus and skillfully compromise while staying true to their core values.

Specific qualifications include:

- Deep and abiding belief in racial and social justice
- Strong understanding of systemic racism and intersectionality
- Strategic thinking; ability to leverage vision and mission to set direction and invest others in the process and execution
- Demonstrated experience designing, implementing and growing programs
- Extensive experience partnering with and managing boards and governance structures
- Experience developing a team with diverse identities, skills and experiences
- Strong financial acumen

- Strong communication skills, including experience serving as an organizational spokesperson

Compensation & Benefits

In alignment with our commitment to equitable justice, Weissberg Foundation is committed to equity and transparency for our team. As such, we offer competitive salaries commensurate with experience and education, as well as a comprehensive compensation package, including group health and commuter benefits, and an employer-sponsored 401(k) Retirement Savings Plan. The salary range for this position is \$165,000 - \$215,000 annually.

To Apply

This search is being managed by Axis Talent Partners, a talent strategy and search firm that partners with social impact organizations. Interested candidates should submit a resume and cover letter detailing their qualifications for the position and their interest in Weissberg Foundation's mission to:

<https://axistalentpartners.applytojob.com/apply/akzhBKLEh4/Executive-Director-Weissberg-Foundation>

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