The Organization:

GlobalGiving is a 501(c)(3) registered nonprofit that supports other nonprofits by connecting them to donors and companies. As part of its mission to accelerate community-led change, GlobalGiving provides tools, training, and support to help nonprofits, donors, and companies increase their impact and make the world a better place. GlobalGiving makes it easy and safe to give to local projects around the world, while providing nonprofits with resources they need to thrive.

At GlobalGiving, we believe communities should be in the driver’s seat of change. We believe many traditional practices in aid and philanthropy have been harmful, because they direct nonprofit accountability towards funders instead of the community. We believe the sector needs to shift power and resources to the people most impacted by an issue. And we believe that change starts with us.

Global Giving’s Mission:
To transform aid and philanthropy to accelerate community-led change

We believed from early on that communities should be in the driver’s seat. Now we have an evidence-backed definition of what it means to be community-led ourselves.
The world’s most pressing problems aren’t being solved fast enough because the people with the best solutions are being shut out.

Facts & Figures:

- Since 2002, GlobalGiving has helped raise more than $600 million from nearly 1,360,000 individuals in support of nearly 31,000 charitable projects in 175+ countries.
- A trusted partner for good, GlobalGiving is a registered nonprofit with a four-star rating from Charity Navigator.
- GlobalGiving was named a 2021 Top Workplace by the Washington Post.
**Position Summary:**

GlobalGiving seeks a Chief Program Officer to lead our transformation to become more community-led ourselves and drive significantly more funding to nonprofits and community leaders around the world, in a way that protects their accountability to their communities.

In this role, you will be responsible for setting a strategy to provide a world class experience that attracts and retains more nonprofits and social change agents as partners. This strategy will be deeply informed by those partners. You will help us amplify the voices and perspectives of our partners and build shared ownership with our community.

You’ll have the opportunity to lead a talented (and growing) team of experts in programs, disaster recovery, vetting and grantmaking. You will bring a deep understanding of the historical underpinnings of aid and giving, and you will help us frame our work in a new paradigm.

**The Role:**

**Location:** This role will be anchored in GlobalGiving's headquarters in Washington, D.C. but could be based anywhere. Frequent engagement with teams on the East Coast will be required.

**Reports to:** Chief Executive Officer

**Key Responsibilities:**

- Set a strategy to help GlobalGiving make its mission a reality.
- Lead the organization in efforts to become ever more community led: sharing power with our nonprofit community, co-creating and implementing responsive feedback loops.
- Spearhead the development of core programs that are aligned with GlobalGiving's mission, have strong business models and clear value propositions for relevant stakeholders.
- Ensure that programs are structured to encourage equity and inclusion, and explicitly seek to center our partners' voices, and dismantle historically discriminatory and colonialist frameworks.
- Lead programs, vetting, grantmaking, and disaster response toward an ultimate goal of world-class performance in GlobalGiving's core offerings and a world class experience for nonprofit partners.
- Establish programmatic, team and staff goals, and track results against these goals.
- In coordination with the CEO and executive team, play a key role in strategic planning and organizational management. Participate in the budget development process and maintain a high level of fiscal responsibility.
• Drive critical thinking, self-reflection, and innovation; ensure that GlobalGiving has - and uses - the best business intelligence available, and thinks and acts with a creative mindset at all times;
• Turn present - and yet unimagined - opportunities into opportunities to drive partner recruitment and retention;
• Diversify GlobalGiving's programs and products and discover promising new economic models by cultivating innovation and engaging stakeholders.
• Directly supervise several high-performance directors and managers and coordinators, working closely with the executive team to shepherd their professional development.
• Represent GlobalGiving on relevant group initiatives, as well as at speaking engagements, conference panels and training, to advance our goals to influence the sector to adopt community-led approaches.

Qualifications & Experience:

For the GlobalGiving team to be a great fit for you, the following qualifications should resonate:

• Direct, deep, sustained engagement and collaboration with nonprofits working on hard-to-solve problems.
• Deep belief in power-sharing and community-led approaches as more equitable and impactful.
• Experience leading grantmaking and/or vetting and/or disaster or humanitarian response.
• Experience supporting systems development
• Demonstrated experience in progressively responsible management and leadership positions;
• Demonstrated familiarity with the nonprofit and/or international development landscape;
• A committed and effective communicator with excellent presentation, written and verbal communication skills;
• Experience building, partnering and maintaining strong and sustained relationships with a variety of donor types, corporations, foundations and others;
• The ability to communicate ideas effectively, to listen to others' ideas, and to collaborate to arrive at great solutions.
• Excellence in working effectively both with diverse groups and independently; demonstrated initiative and creativity in problem-solving;
• Track record of successfully and effectively managing complex global programs with the ability to leverage strengths across the organization;
• Experience living/working in the Global South would be advantageous;
• Curiosity, drive, discernment, humility, passion of purpose;
• A passionate belief in the mission of GlobalGiving and a commitment to the organization’s core values.
In addition, the ideal candidate will also have some or all of the following qualifications:

- Experience in a direct programmatic context as a leader of programming.
- Bachelor's or Master's degree in business, marketing, or comparable field.
- A continuous learning orientation (as demonstrated through professional development experiences).
- A self-starter who thrives in a fast-paced, constantly evolving environment.

**Culture:**

GlobalGiving has a casual work atmosphere where everyone's input and ideas are valued. The team is committed to work-life balance and offers everyone opportunities to learn, experiment, and grow. Since creative, enthusiastic employees are their most valued resource and the basis for our success, they take great care in how they attract, hire, and support employees for a successful career. If you care about collaboration, curiosity, communication excellence, and continuous improvement, this position is right for you.

**Salary + Benefits**

- Starting salary range: $175,000 to $190,000.
- Benefits include flexible work hours, remote work options, up to 5 weeks of paid time off per year, professional development opportunities, and a meaningful job where you can go home at night and say, “Today, my work helped more than 700 kids get their essential health and educational needs met.” (One of many true stories.) And of course, we’ve also got you covered with benefits like health care, dental/vision, paid family leave, paid sabbaticals, commuter benefits, and 401K.

**We are an equal opportunity employer and value diversity in our organization. We do not discriminate on the basis of race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status.**

To learn more about this opportunity, please contact:

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