



THE FOUNDATION

Established in 1961 by Jacob W. and Terese T. Hershey, The Jacob and Terese Hershey Foundation is a private grant-making foundation dedicated to the defense and conservation of our natural world, parks and open space, animal welfare, and family planning. Jake Hershey was vitally interested in the health of Galveston Bay and area waterways. Terry Hershey began her activist conservation work in the early 1960s when Buffalo Bayou was threatened with channelization as a means to prevent flooding. The Foundation continues to support efforts to protect the natural world with sustainable solutions for environmental and societal problems that accompany modern technological development and expanding human populations and focuses on the following impact areas:

1. Preservation and conservation of land, forests, streams, wetlands and habitat existing in a natural state and the defense of such resources;
2. Establishment, conservation and preservation of parks and open space for public use
3. Care facilities for domestic and wild animals and birds;
4. Educational efforts to promote environmental literacy and comprehension of the complexities of the web of life, particularly in primary and secondary schools, museums and through citizen nonprofit organizations with like purpose; and
5. Efforts toward reproductive rights, family planning, access to abortion, and sex education.

THE OPPORTUNITY

The Board of Directors is searching for an Executive Director who is an experienced, engaged, and innovative leader to build on the strength of an enduring legacy and carry the Foundation forward. The position and offices will be in Houston Texas.

The Foundation's next leader must embrace diversity as an asset to be leveraged and will be able to work effectively across differences in viewpoints from multiple constituents. The Foundation's Executive Director will engage a holistic systems perspective, recognizing that local efforts can have a global impact. The Executive Director will demonstrate authentic engagement, embody an inspirational leadership style, and understand how to balance the complexity of working within an organization going through significant change. The Executive Director will bring a fresh perspective to inspire the Board and staff and bring them together to advance the critical and compelling work of the Foundation.

FOUNDATION GRANT MAKING PRIORITIES

Natural Resources Conservation

The environment is an interconnected system that is essential to the lives and well-being of people and wildlife. Because each component of the environment is inextricably linked to others, altering or destroying a habitat can not only negatively impact the plants and wildlife that depend on it, but can also have an array of other negative impacts far from the initial damage. It is essential to think about the environment holistically. Given the increasing impact of climate change, the Foundation believes it is imperative to invest in reversing environmental declines resulting from human activity, as well as in preserving and protecting land, forests, streams, wetlands, wilderness areas, and habitats to avoid further losses of – and threats to – natural resources and wildlife. Pollution and its attendant health affects fall more heavily on poor and minority neighborhoods. The Foundation stresses environmental justice in its efforts.

Parks and Open Space

Parks and open spaces are important places for people of all backgrounds and economic status to engage in outdoor recreation, promoting better physical and mental health. When people are outside and engaged in the natural world, they are more likely to appreciate it and want to protect it. By encouraging people to get outside, parks and open spaces help people become better stewards of natural resources. The Foundation believes that establishing, conserving, and preserving parks and open space – and making them more accessible – is more important than ever. This is especially true in cities where development is increasingly reducing and fragmenting green space.

Animal and Bird Care Facilities

To maintain a healthy ecological balance, it is vital that humans protect and care for animals and plants on land, in the air, and in the water. Every species on earth contributes to the ecosystem in its own way and the loss of any of them can have far-reaching repercussions. Domesticated animals provide us with food and other products, and pets provide important comfort and companionship that increases our quality of life. Humane treatment for these animals is important for our own moral well-being.

Environmental Literacy

According to the Science Advisory Board, environmental awareness and attitudes are the most important drivers of future environmental change. Developing environmental stewardship among children is one of our most crucial responsibilities. Many young people, especially in urban areas, are disconnected from the natural world – children today spend approximately 50% less time outdoors as their peers did 20 years ago. The Foundation believes strongly in the importance of investing in efforts to expand environmental literacy – to teach future generations (and their teachers) about the environment and the critical environmental issues facing us today. Teaching basic science at all grade levels is critical.

Reproductive Rights

Promotion of family planning and ensuring access to legal contraceptive methods, including abortion, are essential to securing the well-being and autonomy of women, while supporting the health and development of communities. Family planning and sex education can prevent unwanted pregnancies and births.

THE POSITION

The Jacob and Terese Hershey Foundation's Board of Directors is seeking a dynamic Executive Director to build on the organization's legacy and lead the organization into its the next chapter. This individual will provide energy, vision, strategy, and management to drive future impact in the Foundation's core issue areas and will embody the values of the organization and inspire a culture of collaboration, inclusivity, and innovation.

The Executive Director will have overall accountability, responsibility, and authority for the philanthropic, operational and business affairs of the Foundation in accordance with the respective strategic framework and the objectives adopted and approved by the Board.

Specific responsibilities include:

Mission Stewardship. Work with the Board and staff to communicate the mission effectively within the Foundation and externally to ensure that it continues to inspire, and to guide in the execution of the strategic framework to keep advancing toward the mission. This includes the careful stewardship of the Foundation's assets recognizing the Foundation's role as an institutional investor.

Board Relations. Work with the Board to help ensure that they have the resources and information necessary to conduct effective governance.

Values and Ethical Standards Management. Work with the Board and staff to ensure adoption of, and adherence to, appropriate values and ethical standards in all Foundation business.

Establishing Brand Identity and Voice. Work with the Board and staff to preserve strong reputational equity of the Foundation, making strategic decisions about the use of the Foundation's public voice and influence.

Management

The Executive Director will make decisions that result in the efficient and effective functioning of the Foundation.

Staff Management: Will ensure that staff are recruited, supported, and guided, and that their professional development is nurtured; will inspire key talent and champion the continuing development of staff members. Will promote a culture of integrity, high trust and excellence in performance, open and direct communication, meaningful collaboration and continuous improvement that values learning and commitment to quality.

Financial and Asset Management; Real Estate: Will work with the Board to the extent requested to coordinate portfolio management and financial administration strategies and systems that are effective and aligned with the mission/values of the Foundation, and work with the Board to establish and to ensure such strategies and systems are implemented effectively. Will work with the Board to coordinate securing new office space for the Foundation and the sale of real properties passing to the Foundation from the Estate of Terry Hershey.

Other Advisors: Will work closely with the Foundation's outside advisors, including legal and accounting, to finalize transfers of Terry Hershey's Estate and Trust assets to the Foundation and on other matters requiring outside advice.

Programmatic Management: Will work with the Board and staff to develop programming, grant-making and systems that are effective and aligned with the mission/values of the Foundation and ensure that such strategies and systems are implemented effectively.

Risk Management and Compliance: Will work with the Board and staff to ensure the Foundation develops prudent enterprise risk management strategies and compliance and accountability systems that are effective and aligned with the mission of the Foundation and ensure that such strategies and systems are implemented effectively.

Impact Evaluation Management: Will work with the Board and staff to establish standards and systems that track the effectiveness and impact of the Foundation, including consciously identifying learning objectives and intended outcomes, as well as incorporating feedback loops to promote continuous learning and to inform future strategy and tactics.

External Affairs

The Executive Director will serve as the Foundation's official representative and primary external spokesperson. The Executive Director will bring the Foundation's perspective to public conversations in areas where the Foundation has expertise. This includes engaging with public officials, business leaders, and other stakeholders as appropriate to educate them about the Foundation's program goals and interests. The Executive Director will also work collaboratively with other private and/or public funders and grantees for greater social impact.

PROFESSIONAL EXPERIENCE/QUALIFICATIONS

Core competencies of a successful candidate include:

- Deep commitment to Foundation's mission
- Ten years of public interest experience and at least five years of philanthropic and/or nonprofit leadership experience, including grant making
- Highest integrity
- A track record of successful leadership of an organization or entity of similar size and complexity
- Management and culture building skills and experience; proven experience in building and managing high performing teams and empowering others
- Champion and leader in diversity, equity, and inclusion
- Strategic and creative thinking
- Strong operational business acumen, including an entrepreneurial spirit and commitment to philanthropic innovation
- A demonstrated commitment to accountability
- Strong external relationship building and communication skills

Additional ideal qualifications and characteristics will include:

- Experience working in, or a demonstrated commitment to, social impact investing
- Strong knowledge base or expertise in one or more of the Foundation's issue areas
- Intellectual curiosity
- Capacity to see opportunity, potential for leverage, and impact
- Collaboration skills
- Discipline and drive
- Board engagement skills
- Pragmatic, rather than dogmatic, in thinking about impact approaches
- Experience working in Texas
- Experience working in environmental and conservation efforts

EDUCATION

An undergraduate degree from an accredited college or university is required. [An advanced degree is preferred.]

COMPENSATION

A competitive compensation package will be offered to attract the most qualified candidates.

PLEASE SUBMIT APPLICATIONS TO

Interested and qualified applicants may apply by email correspondence with a current resume and customized letter of interest to hersheysearch@kloseklaw.com.