



FASPE
Chief Executive Officer
New York, NY



Background

FASPE is a non-profit organization devoted to the mission of promoting ethical leadership and responsibility among professionals—recognizing the influence that professionals have on all aspects of contemporary society. With influence comes responsibility.

FASPE’s unique approach begins with the activities and motivations of those professionals who were responsible for designing and executing Nazi policies between 1933 and 1945. By examining their behavior—what motivated them and why they did what they did—we establish the importance and urgency of professionalism and ethical leadership today. The FASPE approach to professional and ethical training is differentiated through its focus on perpetrators.

Founded in 2009, FASPE’s flagship program is the granting of about 85 Fellowships each year to recent graduates and early-career professionals in the fields of business, the clergy, journalism, law, medicine, and design + technology; the Fellowships take place in Germany and Poland where the Fellows engage in an intensive and immersive study of practical applications of professional ethics. Fellows attend seminars taught by distinguished faculty including professors in graduate schools, practicing professionals, and historians, holding their daily seminars in relevant historical sites—thus benefitting from the power of place.

As an outgrowth of the Fellowships, FASPE expanded its educational programming to the broader public with ethics training workshops for practicing professionals within law and consulting firms, private equity, corporations, and institutions of government. Looking forward, Corporate Training is a key part of FASPE’s strategy as it reflects a significant opportunity to leverage FASPE’s curriculum and capabilities, and dramatically expand FASPE’s impact. The FASPE approach has had success with influential and blue-chip firms and proven its ability to both create impact and generate income to support FASPE’s broader endeavors.

An important part of the FASPE Fellowship experiences are the networks that are established among Fellows and the post-Fellowship activities and substantive connections that are curated and promoted by FASPE. Apart from social media, reunions, and regular regional gatherings of alumni, FASPE launched its inaugural Alumni trip in 2022, taking a cohort of FASPE Alumni on a study trip to Tulsa to investigate the actions of American professionals in areas of American racism and prejudice towards Native Americans.

FASPE currently operates with four full-time staff and additional part-time professionals as needed, in addition to 12+ faculty each year. The organization is governed by an 18-member Board of Directors and its budget is in excess of \$2.25 million. Design of its programming is

governed by an academic committee including renowned faculty at leading universities. FASPE's strategic partners include The Auschwitz-Birkenau Memorial and Museum, the Ford Foundation, the German Foreign Ministry, Boston Consulting Group, and the Tectonic Theater Project, among many others.

To learn more about FASPE, please visit <https://www.faspe-ethics.org/>

Position

The success of the Fellowships, the growing programming agenda, and the successful expansion of the Corporate Training Workshops have demonstrated the need to expand the FASPE team. FASPE is looking to hire its first CEO, to serve as the overall leader of the organization in order to deliver excellence across all areas of the operation. The CEO will report to the Board of Directors.

Responsibilities

- Develop and execute the strategy to enable FASPE to best fulfill its mission of promoting ethical leadership and responsibility among professionals.
- Lead all fundraising and development activities, including efforts to “push the envelope” on new revenue and funding opportunities to support current and new initiatives.
- Formulate and execute comprehensive marketing and branding strategies, ensuring consistency of messaging and brand positioning, and enable use of data and metrics to support fundraising activity.
- Oversee all administration, finances, and operations of the organization, including coordinating workflow across the organization.
- Support the marketing, sale, execution, and expansion of the Corporate Training programs across North America and internationally, working with staff and faculty.
- Develop a diverse and inclusive Board that is highly engaged and willing to leverage and secure resources and ensure a strong and transparent working relationship between staff and the Board.
- Develop and nourish FASPE's extensive set of partnerships with like-minded organizations, domestic and international.
- The CEO will be directly responsible for ensuring the professionalism of FASPE, promoting an organizational culture of collaboration, transparency, respect, inclusion, excellence, and accountability.

Candidate Profile

The successful candidate is an energetic, organized, and motivated professional, described as entrepreneurial, ambitious, an effective “business developer,” and able to drive towards high-quality, measurable outcomes. They have an appreciation for the FASPE mission, think big, recognize that the details matter, and appreciate that in a small organization everybody is a doer. They are a thoughtful and persuasive communicator who can cultivate donors and market programs. Creative problem-solving is a natural skill, along with a demonstrated track record of managing a budget, implementing effective systems, and rolling up sleeves to get work done with others and on their own. Exceptional interpersonal skills are presumed, as is the ability to manage multiple roles inherent in working in a dynamic, growing organization. The CEO is a candid and intentional communicator, able to manage up, across, and down with ease and good nature. The CEO must have the ability to inspire, fundraise, and sell.

Requirements

- A relevant advanced degree is strongly preferred.
- 8-10 minimum years’ work experience in relevant leadership positions.
- Demonstrated success in fundraising.
- An ability to inspire others to work for and support the organization.
- Availability to travel including international travel.

Compensation

The salary range for the CEO is \$180,000 - \$210,000 (plus benefits) dependent on demonstrated levels of experience and proven success in the core areas of responsibility for this role.

Location

FASPE is planning to re-open its New York home office in the Fall and will be embracing a hybrid work environment. While the CEO can be remote, easy travel to New York is a plus and they must be committed to spend at least 25% in the office/New York to work with staff and Board.

This position description is based upon material provided by FASPE, an equal opportunity employer.

To apply to this position, please click [HERE](#).

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