



Chief Executive Officer

Taproot Foundation

Remote

Salary: \$210,000 - \$240,000

Cover letter required

The Organization

Since 2001, Taproot Foundation has been a leader in the pro bono movement, connecting nonprofits, companies, and skilled volunteers to create social change. We believe that everyone has the right to access the skills and resources they need to thrive, and we are committed to building a more just and equitable society.

Pro bono service is a movement that galvanizes people who see not just a challenge in their communities, but a solution. The movement is fueled by the nonprofit professionals who refuse to be held back by their lack of resources, and equally by the companies and corporate professionals who show up with their hands raised, ready to work alongside their community partners to make those ideas a reality.

Since 2001, The Taproot Foundation has given shape and force to this movement—mobilizing thousands of service engagements and generating over \$160 million in pro bono work since its inception. Going forward, we believe the welfare of our communities requires even greater access to pro bono services.

Operating across the US, Taproot operates through both in-person engagements and through a robust digital solution called Taproot Plus. The organization has an annual budget of \$5.9M and over 40 staff.

Learn more about us by exploring www.taprootfoundation.org.

The Position

Taproot Foundation is looking for a visionary leader who is both strategic and inspirational to join our team as CEO. You will be responsible for developing our long-term vision and goals, building relationships with key stakeholders, and overseeing all aspects of our organization. You will also be a champion for diversity, equity, and inclusion, fostering a culture of belonging.

We are looking for a leader who has personal experience in pro bono engagement, is ready to lead an organization with an inclusion-first mindset, and who brings prior executive leadership, management, and organizational development experience along with relationships that can be leveraged for driving new revenue opportunities, fundraising and pro bono partnerships.

Thought Leadership

Develop an innovative and sound vision for Taproot's future that resets the bar in pro bono and re-establishes Taproot's role as the first mover in the sector. This requires the ability to be visionary and inspiring and translating that vision into programmatic and/organizational changes.

Movement Building

Inspiring teams, leaders, and supporters across sectors, disciplines, and industries to establish pro bono as a mainstream facet of our society and culture. This requires a passion for pro bono work and a deep understanding of the pro bono landscape as well as exceptional communications, advocacy, and coalition building.

Fundraising and Relationship-Building

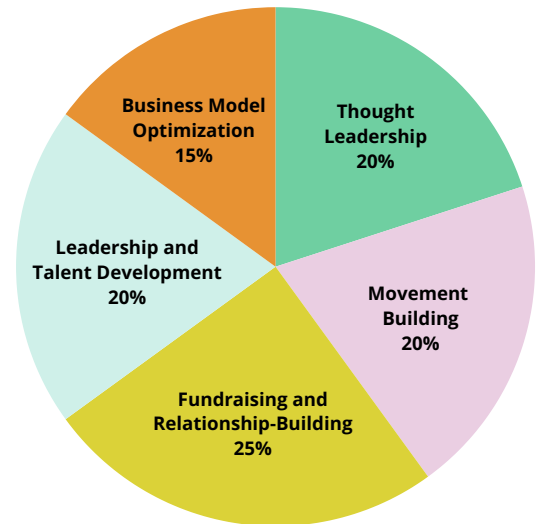
Implement and support a comprehensive revenue plan that reflects a realistic and sustainable blend of earned revenue, grants, sponsorships, individual giving, and fee-for-service. This will require cultivating strong and trusting relationships across funder types, as well as comfort making asks and closing deals in partnership with the external relations team.

Leadership and Talent Development

Redefine the culture of Taproot, to amplify inclusion and belonging and establish programs, processes, and talent practices to prioritize DEI in all aspects of the organization's people practices. This individual must build strong, collaborative, and mentoring relationships at all levels of the organization, fostering a culture of belonging, accountability, integrity, and continuous improvement. This requires ensuring everyone understands and feels connected to Taproot's vision, knows how their work contributes to evolving priorities, and understands the rationale for important decisions.

Business Model Optimization

Lead the further alignment between delivery model, funding model, and market (and movement) demands. This requires effective bandwidth planning and financial acumen, as well as comfort in leveraging technology to support Taproot's vision and mission.



THE IDEAL CANDIDATE

The ideal candidate for the CEO position possesses the following competencies:

Strategic Mindset	Big Picture Thinking	Drives Vision and Purpose
Seeing ahead to future possibilities and translating them into breakthrough strategies.	Taking a broad view when approaching issues, using a global lens.	Painting a compelling picture of the vision and strategy that motivates others to action.
Communicates Effectively	Builds Effective Team	Builds Networks
Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.	Building strong teams with a strong identity that apply their diverse skills and perspectives to achieve common goals.	Effectively building formal and informal relationship networks inside and outside the organization.

Additional Qualifications and Characteristics

- Deep passion for Taproot's vision and mission.
- Visionary, inspirational and strategic leader with experience defining a strategic vision, as either a founder or CEO of an advocacy-based nonprofit.
- At least 10 years of executive leadership management experience, preferably in both nonprofit and for-profit organizations.
- Expertise in leading an organization through a period of transformation.
- Relationship builder with a strong external presence and personal brand with the ability to champion the pro bono movement with a wide range of stakeholders.
- Interpersonal and strategic dexterity to identify and capitalize on opportunities for new programmatic initiatives and revenue streams, and to nurture and expand strategic relationships.
- Ability to take a non-biased, 360-degree view of the organization and define a path to align resources to the redefined vision.
- Demonstrated ability to produce results; an unwavering commitment to instilling quality and innovation into all aspects of program and service development.
- Demonstrated fundraising ability.
- Can engender trust, respect, and confidence quickly; is bold, tenacious, and decisive.
- Proven track record attracting and leading diverse teams, from leadership to individual contributors.
- Culture builder with experience managing a geographically dispersed team.
- Bachelor's degree required. An advanced degree in a relevant field is strongly preferred.

WHO WE ARE

Work Environment

Taproot operates in a fully remote work environment. Depending on where you are located, there will be consistent travel to conferences, funder meetings, program and community events that are primarily in New York City and San Francisco.

Taproot is an equal opportunity employer—we celebrate diversity and are committed to creating an inclusive environment for all employees. We encourage candidates of all backgrounds to apply even if you do not meet all of the qualifications outlined above.

COMPENSATION AND BENEFITS

Salary

\$210,000 - \$240,000

Selection of Benefits

- Comprehensive benefits including medical, dental, and vision
- 403b retirement account with a 2% match
- Extensive paid time off including ~25 holidays, 2 floating holidays, 15 vacation days
- Additional 9 sick days
- Professional development funds available

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[Submit an application](#)

Cover letter required