



Director, Strategic Partnerships San Francisco, CA

About Tipping Point Community

Tipping Point fights poverty in the Bay Area. We screen non-profits rigorously to identify and invest in the most effective education, employment, housing, and early childhood development organizations. Once in our portfolio, Tipping Point grantees have access to unrestricted funds and risk capital, and receive assistance in critical areas like communications, strategy, legal services and technology. In addition, Tipping Point looks for opportunities to partner with the public sector to leverage its impact for the common good. Since 2005, Tipping Point has raised more than \$150 million and in the last year alone, helped put 23,000 people on the path out of poverty. Our Board covers 100% of our operating costs, so every dollar donated goes where it's needed most.

To learn more, please visit our website at www.tippingpoint.org.

Values

Tipping Point's core values are at the heart of everything we do and we look for individuals who share our commitments:

- **We are one community.** We believe that the responsibility for fighting poverty belongs to all of us.
- **We serve.** Our approach is humble and respectful. We exist to meet the needs of others.
- **We celebrate generosity.** Every gift counts, whether big or small.
- **We get results.** We are relentless in the pursuit of our goals. We hold ourselves and each other accountable.
- **We are always learning.** We are risk takers. We commit to facing our challenges as we support solutions that last.

Position Overview

Tipping Point serves as both a funder AND an engaged partner within the Bay Area's philanthropic community. Our model is distinguished by the "beyond the dollar" support provided to grantees. The Partnerships team connects best-in-class providers with our grantees in areas of program design + strategy, real estate, legal, and talent. The team also organizes 30+ workshops annually and manages several targeted initiatives focused on mental health, talent, and technology.

Tipping Point seeks a dynamic Director, Strategic Partnerships to lead the Partnerships team and to ensure the needs of our grantees are met by cultivating and developing these vital external relationships. The Director engages our partners, inspires them to commit valuable resources to grantees, then ensures their assistance is effectively delivered and evaluated. The ideal candidate is skilled at building and managing partnerships across multiple stakeholder groups, as well as managing teams to achieve greater social impact. They are also both strategic and tactical, conceiving of new offerings and refining existing ones based on

ongoing evaluation and feedback. The Director will serve as an ambassador of Tipping Point, representing the organization to partners, grantees, donors and others.

The Director will work closely and collaboratively with several teams to achieve their objectives. They will work with the Directors of R+D and Impact + Learning to identify the best resource and approach to meet each need, the Program team to understand our grantees' most critical needs, and the Development team to cultivate corporate partners and donors.

The Director reports to the Managing Director, Capacity-Building + Impact and has three direct reports.

Responsibilities

Management Assistance

- Direct and oversee team development and implementation of existing and new offerings that meet grantee and internal needs
- Work with program officers and grantee leadership to scope projects, match with resources, and when appropriate, manage partner-led projects
- Implement ongoing evaluation of management assistance offerings

Partner Engagement

- Serve as primary contact and relationship manager for subset of partners
- Set partner recruitment priorities and targets
- Research, identify and vet available resources, including existing partners, prospective partners and experts in the field
- Ensure partner satisfaction

Management + Leadership

- Set strategic vision for partnerships team
- Manage team of four; establish and hold team accountable for annual performance goals
- Represent Tipping Point to public audiences and external partners
- In collaboration with Finance + Operations team, develop and manage Partnerships team budget

The ideal candidate will have:

- At least 10 years of relevant experience as a self-starter with a proven track record in partnership development and management
- Experience inspiring and leading high performing teams while overseeing program/project management and budgeting
- Exceptional interpersonal skills and demonstrated success in building collaborative relationships with both external and internal stakeholders (grantees, partners, donors, colleagues)
- Intuitive ability to understand individuals' and organizations' needs, assets, strengths and limitations
- Strong problem-solving skills, a willingness to take risks and ability to address complex issues creatively and effectively
- Excellent verbal and written communication skills and comfort delivering presentations to a wide variety of audiences

- Ability to balance big picture, strategic thinking with tactical productivity and attention to detail
- Flexibility to prioritize, multi-task and thrive in a fast-paced, constantly evolving environment
- Results orientation with a commitment to establishing and executing on goals
- Commitment to Tipping Point's mission and values and ability to operate with the highest degree of integrity in representing the organization
- Sense of humor a must

Salary and Benefits

Tipping Point offers a competitive salary and benefits, commensurate with experience and skills. We are an equal opportunity employer and welcome a diverse candidate pool.

How to Apply

Please submit a thoughtful cover letter explaining your interest in Tipping Point Community, where/how you found out about this career opportunity, and your salary requirements. Email the cover letter along with your resume to recruiting@tippingpoint.org. Please write your name and the title for this position ("Your Name – Director, Strategic Partnerships") in the subject line of your email.