



## Director of New Mexico Programs

Albuquerque, New Mexico

### EXECUTIVE SUMMARY

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The **W.K. Kellogg Foundation (WKKF)**, a leading philanthropic institution helping communities create the conditions children need to thrive, is seeking nominations and applications for the position of **Director of New Mexico Programs**. In recent years, the foundation has sharpened its focus on improving conditions for vulnerable children, concentrating on three key factors of success and their intersections: thriving children, working families and equitable communities. Embedded within all they do are commitments to engage authentically with stakeholders, community leaders, and policy makers in New Mexico to co-create a network of organizations working together to advance racial equity, racial healing, and develop leadership while increasing access to quality education, healthy food, and economic stability for children and families in need.

Reporting to the Vice President for Place-Based Programs, the Director will oversee the foundation's work to influence and promote the conditions that lead to transformational and structural systems change for children and families in New Mexico. This work includes strategy development, priority setting, collaboration and knowledge sharing and relationship development. The new Director will have deep knowledge of and experience within New Mexico's diverse communities; the economic, social, and political context in the region; and a strong track record of supporting innovation and fostering collaboration that improves the futures of New Mexico's most vulnerable children and families.

The ideal candidate will be a visionary and seasoned leader with deep knowledge of the role philanthropy can and should play in systems change, including and especially in the dismantling of structural racism. Racial equity, economic equity, food systems, education quality, and health equity are preferred areas of expertise. The new Director will be a seasoned manager of complex organizational processes, of community relations, and of developing the skills of highly talented individuals implementing mission-aligned strategies. S/he/they will have knowledge and experience in at least one of our program areas and program management, and be capable of leveraging knowledge acquired by the foundation and community-informed evaluation into knowledge sharing opportunities.

Success in this role will require an innovative and energetic leader who is excited about the opportunity to be part of a large private foundation with a shared leadership team, and to represent WKKF's values, mission and strategies in New Mexico. S/he/they will be a talented communicator who is able to build rapport, trust, and transparency among the grantmaking team while also bridging relationships between program staff and senior leadership. S/he/they will be a strong public communicator who seeks knowledge, first and foremost from grantees, but also engages in thought-partnership with national partners and stakeholders.

The W.K. Kellogg Foundation is being assisted in this search by Katherine Jacobs and Paola Peacock of the national talent strategy firm [NPAG](#). Please see application instructions at the end of this document.

## W.K. KELLOGG FOUNDATION

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In 1930, breakfast cereal pioneer Will Keith Kellogg donated \$66 million in Kellogg Company stock and other investments “to help people help themselves,” launching the W.K. Kellogg Foundation. The Foundation began its work in Michigan, but by the 1940s had expanded its work internationally and was breaking ground in areas such as rural children’s health, “mainstreaming” children with disabilities, and the development of the healthcare profession. By its 50<sup>th</sup> anniversary, the Foundation was among the world’s largest private philanthropic organizations. Its mission reflects the Foundation’s core priorities of thriving children, working families, and equitable communities, and the dynamic connection between the three.

*“The W.K. Kellogg Foundation supports children, families, and communities as they strengthen and create conditions that propel vulnerable children to achieve success as individuals and as contributors to the larger community and society.”*

To advance this mission, the W.K. Kellogg Foundation created a framework supported by an innovative networked organizational design to prioritize investment decisions and maximize effectiveness toward achieving the desired ends and improvements for children and their families. This new framework supports disciplined choices toward targeted outcomes and stronger alignment across programs. It is a focused and networked approach to strategic programming that relies on close cross-foundation collaboration and agile teams to leverage human capital and knowledge resources to positively impact vulnerable children, families, and communities. Across bodies of work, the foundation implements an array of change-making tools – grantmaking, impact investing, contracting, networking and convenings – to ensure progress. A commitment to racial equity, community engagement and leadership development are woven into each endeavor as essential to the creation of a social context in which all children can thrive, particularly the most vulnerable.

## NEW MEXICO PROGRAMS

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The W.K. Kellogg Foundation began its work in New Mexico in 1945 and remains focused on working with the state’s diverse communities to create a future that is equitable across boundaries of language, ethnicity, and national origin. The foundation partners with a diverse portfolio of grantees to help ensure New Mexico’s children are healthy, well-educated and economically secure while embracing the wisdom of the state’s unique cultural, social and governance traditions. Working with grantees and partners in the state to tackle the root causes of inequities and to support enduring, community-led solutions, WKKF concentrates its investments in Bernalillo (specifically South Valley), Doña Ana, McKinley and San Juan counties and in Native communities across the state, because it is estimated that more than half of vulnerable children in New Mexico live in those places.

The foundation’s commitment to the state is also reflected in the regional office that was opened in the heart of Albuquerque’s downtown in 2012. [WKKF’s local grantmaking](#) emphasizes several interrelated program areas specific to the needs of New Mexico’s children; including programs that improve early childhood education opportunities, strengthen K-12 schools, provide culturally-based learning that promotes Native languages and culture and support access to healthier foods in schools. The foundation also supports programming that extends mother-to-mother support for women who breastfeed their babies, increases access to home visitation and parenting support and helps communities strengthen their local food systems. The WKKF New Mexico team is active in advancing grantmaking that focuses specifically on secure and sustainable employment and economic systems development in vulnerable communities in

New Mexico that impact not only the state itself but also contribute to prosperity in the regional and national landscapes. The foundation believes its work must focus on community and civic engagement as well as racial and employment equity in order to create meaningful, systemic and lasting change for New Mexico's children and their families.

The new Director will join a closely connected, cross-disciplinary team of colleagues executing place-based work that spans across Michigan, Mississippi, New Mexico, New Orleans, Haiti, and Mexico. These place-based teams work in partnership with national initiatives and strive to improve conditions across these diverse places by sharing best practices and aligning resources, approaches, and assessment of grantmaking to drive solutions for systemic social change.

## **OPPORTUNITIES AND CHALLENGES FACING THE NEW DIRECTOR**

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The new Director will join and lead an extraordinary team of individuals on the New Mexico and Place-Based Programs teams that are passionate about improving the wellbeing of children through partnerships that advance healthy families, equitable communities, high quality early childhood education and racial equity. The Director will lead grantmaking strategy and team development through the following challenges and opportunities:

### **Lead Grantmaking Strategy Across New Mexico**

The Director will collaborate with program officers in three program areas (Equitable Communities, Thriving Children, and Working Families) to ensure grant proposals meet the quarterly goals established within each area, align with the mission and values of the foundation, and advance racial equity at the systemic and community levels. S/he/they will work with team members to implement approaches that promote innovative grantmaking in New Mexico, strategic alignment across the state, and model internal efficiency from first points of contact with potential grantees to grant approval and execution.

### **Build Robust Relationships and Leadership Both Internally and Externally**

As the new Director works within the New Mexico team, s/he/they will collaborate closely with vice presidents and directors across the foundation to ensure aligned implementation of shared strategies, ensure the work of the New Mexico team advances policy change and racial equity, partner on strategy with the goal of grantmaking alignment and integration, and evaluate grantmaking performance and impact. The Director will support the engagement and alignment of leaders across the state who share WKKF's mission and will seek opportunities to recognize and build power and leadership in communities to support and sustain the work.

### **Manage a Diverse and Talented Team**

Given the interlocking nature of program areas and teams within the foundation's investments, the new Director will need to model and execute interpersonal communication strategies that promote transparency and collaboration within and across the New Mexico team. Success will rely on the Director's ability to develop robust, trustful relationships with the program officers; cultivate opportunities for staff to share and deepen knowledge across the content areas; and foster a culture of accountability and rigor.

### **Represent the Foundation**

The Director will be expected to engage the wider philanthropic community in opportunities to partner on sector-wide engagements as well as campaigns to scale impact via strategic grantmaking alignment. S/he/they will also partner with the Vice President of Place-Based Programs to design the optimal speaking and conference calendar. The new Director will spend significant time engaging with stakeholders and

grantees in diverse communities across the state of New Mexico. In this capacity the Director will serve as an ambassador to the grantees and partners, learning about their goals and impact, assessing their needs, and guaranteeing transparency and responsiveness on behalf of the New Mexico team.

## QUALIFICATIONS OF THE IDEAL CANDIDATE

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The ideal candidate will be first and foremost committed to the foundation's mission and will have a deep and nuanced understanding of the structural forces that impact the wellbeing of children in New Mexico. S/he/they will be distinguished as a leader in regional or national philanthropy and a tested, successful manager.

While no one person will embody all of the qualities enumerated below, the ideal candidate will possess many of the following professional and personal abilities, attributes and experiences:

- Expertise in at least one of the foundation's strategic focus areas;
- At least 10 to 15 years of progressive experience in grantmaking or a related field with demonstrated expertise in strategy development and priority-setting in support of the wellbeing of children, racial equity, economic equity, health equity or a related field;
- Bachelor's degree in a field relevant to assigned areas is required; master's degree preferred;
- Experience shaping strategy in partnership with senior leadership and program officers with the ability to translate strategy into priorities and goals. A thorough understanding of how to leverage best practices in collaboration to achieve program alignment across an organization;
- Capacity to develop and implement impactful programs and effectively communicate conceptual program frameworks to grant-seekers and trustees; deep and comprehensive understanding of program design and development, systems, networking and community change;
- Demonstrated expertise and experience in innovative grantmaking practices including and especially collective impact, strategic alignment and stakeholder communication.
- The knowledge and sensitivity to effectively work with and support vulnerable communities including appreciation for historical context, discernment of relationship nuances and power dynamics, and understanding of social, racial and ethnic realities;
- Exemplary public communication skills and experience participating in national and regional convenings as a panelist or keynote;
- Demonstrated ability to develop and implement programs that have impact; ability to think globally while working locally, representing WKKF to a variety of stakeholders and intermediaries in a credible and influential way and with a selfless manner focusing on values and the greater good;
- Successful experience leading a multidisciplinary team and working effectively with persons from diverse cultural, social and ethnic backgrounds; willingness to set aside a personal agenda in favor of organizational and/or community goals and objectives;
- Strong relationship building and communication skills with the ability to have authentic dialogue around sensitive issues including funding priorities, WKKF expectations and community concerns;
- Highly developed emotional intelligence and active listening skills, and the ability to use interpersonal and political skills in collaborative, diplomatic ways;

- Excellent writing, editing, analytical and oral communication skills including the ability to collect, review, synthesize and present information and findings;
- Ability to multitask and meet deadlines within designated timeframes as well as demonstrated resourcefulness in setting priorities; strong organizational skills and exceptional attention to detail with the ability to work both independently, take initiative and contribute ideas for enhancing performance;
- An optimistic outlook and the humor, integrity and patience necessary to work within a transformative environment; and
- Ability to travel within New Mexico approximately 50 percent of the time will be expected; regular attendance virtually and on-site (when safe to do so) at the Battle Creek, MI headquarters to facilitate interaction and synthesis of the grantmaking programs will be expected.

## TO APPLY

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More information about the W.K. Kellogg Foundation may be found at [wkkf.org](http://wkkf.org).

The search is being led by Katherine Jacobs and Paola Peacock of [NPAG](http://NPAG). Due to the pace of this search, candidates are encouraged to apply as soon as possible. Applications including a cover letter describing your interest and qualifications, your resume (in PDF or Word format), and where you learned of the position should be sent to: [WKKF-DirNM@nonprofitprofessionals.com](mailto:WKKF-DirNM@nonprofitprofessionals.com). Please type your name (Last, First) as the only contents in the subject line of your e-mail.

**The W.K. Kellogg Foundation is an equal opportunity employer and proudly values diversity.  
Candidates of all backgrounds are encouraged to apply.**