

The Rippel Foundation has an opening on its staff for a Director, Organizational Strategy, Culture & Operations.

The new staff member will join The Rippel Foundation at an exciting moment of transformation and growth, as the Foundation embarks on new strategic objectives that will influence the future of health and well-being in communities throughout the nation. We encourage you to apply even if you have experience in some but not all the listed job responsibilities. The Rippel Foundation has a firm commitment to equity, diversity, and inclusion and encourages applications from those who will help us become a more inclusive organization.

Who you are:

- **Organized and efficient.** You can keep track of many different things at once. Managing through complexity comes naturally for you; you thrive in a busy environment and are calm under pressure, e.g. managing a dozen different priorities and tracking progress across a diverse team while responding to tons of emails
- **Ability to Operationalize Strategy.** You see the big picture and have a unique ability to bring strategy to life, turning the intangible into clear, actionable projects and tactical project plans.
- **Problem Solver.** You plan for multiple contingencies. When confronted with a challenge, you're resourceful and find a way to a resolution.
- **Results-focused.** You set clear timelines and drive projects to completion. You move with a sense of urgency and know how to get things done.
- **Collaborative people-person.** You love working with people, are able to quickly build trust, are a team player and enjoy engaging with diverse perspectives.
- **Clear communicator.** You are direct and concise. You write clearly and adapt to strike the right tone with a respective audience.
- **Trustworthy.** You handle confidential and sensitive information with humility, professionalism, and discretion.
- **Passionate.** You want to use philanthropy as a force for good to improve health and wellbeing. You want to come to work and feel inspired every day. You want to change the world.
- **Mentor:** Team members will seek you out for advice on how to move things forward.

Organization

The Rippel Foundation (Rippel) was established in 1953 to invest in initiatives addressing cancer, heart disease, the health of women and the elderly, and the maintenance of our nation's hospitals. In 2007, they refocused their approach to these priorities, recognizing that a commitment to broader health system change is essential to achieve real, lasting impact. Today, Rippel is a nonprofit operating foundation with one primary strategic purpose: to be a catalyst for an equitable future for health and well-being. They believe that this goal is attainable if enough of us—individuals and organizations in all sectors—see ourselves and each other as interdependent stewards in a movement for well-being and equity. To accomplish this, Rippel focuses on creating equitable health and well-being for all in the US, beginning with those who are struggling and suffering. Rippel helps stewards adopt new mindsets and practices thereby enabling them to better assure the vital conditions and urgent services that all people need to thrive exist in communities across the country.

As an operating foundation with an \$85M portfolio and funding from a diverse pool of supporters, Rippel is a strategic think tank; a value-driven, field-based learning/consulting organization; and a boundary-spanning philanthropy. Rippel's theory of change has been endorsed by some of the country's most sophisticated philanthropies and respected leaders including Robert Wood Johnson Foundation, the US Surgeon General, the Centers for Disease Control and Prevention (CDC), Well Being in the Nation, and Blue Shield of California Foundation.

Working at the cutting edge of system transformation and building on its deep experience and expertise, Rippel focuses on those stewards best positioned to affect change in philanthropy, health systems and corporations. Rippel also partners with peers in a growing field to shift commitments, relationships, actions and investments as well as create new norms – all grounded in what people need to thrive.

Rippel was one of the early pioneers championing the holistic definition of health and well-being and the need for systems change to address the social and structural determinants of health and health equity. Since its founding, Rippel has played a pivotal role at the forefront of innovation and thought leadership in the sector.

Building on its investment over the last decade in ReThink Health, Rippel's major initiative, Rippel is now poised for even greater impact. The organization's 2025 vision opens a window of opportunity to focus efforts in key sectors, advance critical stewardship practices and norms, and build the internal capacities to grow impact over time.

Director, Organizational Strategy, Culture & Operations

Job Description

Classification: Full-time; Exempt; Benefits-eligible

Summary

The Director, Organizational Strategy, Culture & Operations reports to and works in close partnership with the President & CEO, providing support and advice, and strategic and operational

leadership of priorities including organizational culture and strategic initiatives. The Director serves as a leader in the Foundation and exhibits Rippel's organizational values, modeling norms and expectations for high performing, collegial teamwork, inclusion, belonging, and equity, and contributes to building Rippel's reputation, capacities, and strengths. The Director is a member of and trusted partner to the Senior Leadership Team, facilitating effective organizational practices and enabling the organization's continuing evolution. The Director is responsible for ensuring cross-organizational integration and support, including accountability for and completion of delegated work; leading Rippel's strategic planning efforts; supporting strong board relations; and maintaining a strong focus on nurturing a healthy, thriving culture. As needed and appropriate, the Director will represent the interests of the President and CEO on organizational priorities, including working in collaboration with external partners. The Director's contributions are critical to the organization's success by having complete understanding and alignment with the President & CEO's critical priorities.

Duties and Responsibilities

Direct Support of the President & CEO

- Serve as a trusted partner and strategic advisor to the President & CEO, supporting their effectiveness through coordination, communication, and proactive problem solving.
- Execute effective and responsive communication with internal stakeholders.
- Ensure leadership is leveraged effectively by helping the President & CEO identify appropriate focus areas and accompanying metrics for success; engaging the right participants in and out of meetings and problem solving with stakeholders; and revising and optimizing processes as needed. Maintain awareness of sanctioned projects and initiatives and facilitate and encourage momentum as needed.
- Support the President & CEO in board development and management including, but not limited to, proactively drafting agendas, anticipating areas needing attention, sending materials in advance of meetings, and ensuring objectives for board involvement and input are met.
- Proactively support a highly functioning Senior Leadership Team, including agenda development and meeting facilitation of recurring meetings and quarterly retreats. Support SLT members in their quarterly priority setting, roadmap implementation, agreed upon norms, and supports for organizational culture initiatives.

Organizational Health, Strategy & Culture Building

- Assume responsibility for Culture Upgrade initiatives, ensuring a sound and effective approach to building and sustaining a welcoming, supportive culture throughout the organization. Coordinate with the Director, Finance & Administration on annual assessments. Facilitate action plan development and implementation with the Senior Leadership Team that is responsive to assessments and other organizational data.
- Assume Co-Chair responsibilities for the Equity Workgroup, facilitating meetings and supporting workplan development, implementation and monitoring.
- Facilitate the use of effective management tools and practices with the Senior Leadership Team, including ongoing priority setting and regular reporting and interpretation of data tools such as the organizational dashboard.
- Embrace and maintain an exciting team environment that is creative, impact-oriented, generative, and highly collaborative, and foster a trans-partisan culture deeply committed to diversity, equity, and inclusion.

- Collaborate with the members of the Senior Leadership Team to anticipate industry trends and identify collaborative opportunities to leverage work being done by other comparable institutions and foundations; monitor growth initiatives that enable expansion and increased impact.
- Be a key contributor to modeling effective leadership as a member of the Senior Leadership Team, including:
 - Model effective communication
 - Excel in creating partnership and team building
 - Guide organizational effectiveness
 - Lead performance management
 - Demonstrate sound problem solving/consistent judgment and decision making
 - Ensure fiscal responsibility
 - Lead change and innovation
 - Engage and integrate stakeholder focus
 - Advance strategic thinking and planning
 - Demonstrate industry knowledge/regulatory compliance knowledge
- Other duties as assigned

Qualifications

- Seven to ten years' experience as a senior advisor, chief of staff, project manager or equivalent in a collaborative environment, or equivalent experience through a combination of education, work experience, and community engagement experience
- A self-reflective leader who is aware of their own limitations; ability to lead by example and drive team performance with an attitude of continuous improvement and openness to feedback and self-improvement
- Understanding of Rippel's mission and theory of change
- Understanding of the concept of equity and how it can apply to Rippel's work
- Ability to plan work in multicultural teams in a way that achieves project objectives, supports the professional development of team members, and contributes to a collegial working environment
- Ability to communicate proactively and solve problems with diverse colleagues and other stakeholders
- Experience managing complex, matrixed teams, diverse teams and highly technical staff leading projects across internal and external organizational boundaries
- Ability to motivate the team, delegate effectively, and manage performance; widely viewed as a strong thought partner and developer of others
- Demonstrated championship of healthy cultures that value belonging, diversity, equity, and inclusion
- Superior listening, communication, and diplomatic skills
- Excellent interpersonal skills, including an engaging manner, approachability, and humility
- Ability to facilitate strategy development, drive implementation, and maintain standards of high performance and accountability while fostering continuous learning and improvement
- Demonstrated ability to exercise independent judgement, prioritize and accurately complete multiple tasks, and to work under deadlines and changing priorities
- Highly efficient with various technology platforms
- Unquestionable ethics and integrity

- Demonstrated ability to protect privacy and maintain discretion in dealing with sensitive information

Additional Conditions of Employment

- Some out of town and overnight travel required, approximately 10 to 15%
- The work environment is a typical hybrid office setting, requiring regular sitting; frequent talking, hearing, repetitive motions such as typing and writing, and use of virtual conferencing systems and practices
- Requires close visual acuity to perform activities such as: preparing and analyzing data and figures; transcribing; viewing a computer terminal; extensive reading
- Requires extremely demanding attention to execute high-level managerial responsibilities related to legal contracts, editing, writing, research, and understanding high-level concepts
- **RIPPEL REQUIRES ALL EMPLOYEES TO BE VACCINATED AGAINST COVID-19 AS A CONDITION OF EMPLOYMENT. LIMITED EXEMPTIONS ARE AVAILABLE FOR MEDICAL AND RELIGIOUS REASONS.**
- Fully remote or hybrid position. Northeast location preferred.
- Rippel is committed to an ongoing journey for equity and justice. We prohibit discrimination and harassment based on characteristics, perceived or actual, protected by applicable federal, state, and local laws or ordinances in all employment practices. We encourage applications from those who, through both their work and lived experience, can further our efforts to help create just systems where all people thrive.
- Any applicant who needs an accommodation due to a disability should contact Human Resources at awells@rippel.org.

Salary: \$166,000 - \$192,000 annually

Rippel offers a comprehensive and flexible benefits package including health insurance, dental insurance, vision insurance, basic life/LTD, flexible spending accounts, 401k, and generous paid time off, including paid family leave.

Click here to apply:

<https://apply.workable.com/fannie-e-rippel-foundation/j/C466F4C117/>

