

Dalo Philanthropies Vice President of Programs

Position Specification

WE HELP OUR CLIENTS CHANGE THE WORLD, ONE LEADERSHIP TEAM AT A TIME™

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Organization Overview

ORGANIZATION OVERVIEW



- History

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[Dalio Philanthropies](#) is the philanthropic platform of the Dalio family, furthering the philanthropic passions of Dalio family members. Dalio Philanthropies operates with a lean team that enables and partners with Dalio family members to develop their philanthropic passions; to make grants, impact investments and charitable activities in pursuit of their passions; to achieve positive outcomes and impact in those areas; and to learn and evolve as philanthropists.

Dalio Philanthropies was launched in 2002 and is now one of the largest philanthropic platforms in the United States. To date, the Dalio family has committed over \$5 billion to Dalio Philanthropies to support a broad and diverse range of philanthropic interest areas, including Connecticut public education (www.dalioeducation.org), ocean education and awareness (www.oceanx.org), investing in technology access and education (<https://www.endlessnetwork.com>), mental health and wellness, financial inclusion, child welfare and philanthropic capacity building in China, and community and the arts, amount other things.

Dalio Philanthropies is part of the Dalio Family Office (DFO), which aims to provide outstanding service to the Dalio family. Among other things, the DFO provides support (finance and accounting, tax, HR, IT, etc.) for Dalio Philanthropies. The DFO is a tight-knit organization where honesty, integrity, and open-mindedness are foundational values. It is through this-- striving to be excellent by being radically truthful and transparent-- that we build meaningful work and meaningful relationships. All team members are uniquely valued, encouraged to meet their potential, and given as much responsibility as they can personally handle.

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- Position Title Vice President of Programs
- Location Given the current state of the pandemic, this position will abide by the current work-from-home status of the organization, but when appropriate, based on public health guidelines, the Vice President of Programs should be able to spend time on a weekly basis in either the Westport, CT or New York City offices of Dalio Philanthropies.
- Reports To Gretchen Wagner, Chief Operating Officer
- Position Summary Dalio Philanthropies seeks a driven, talented, collaborative and experienced leader who will partner closely with Dalio family members and a lean team at Dalio Philanthropies and the DFO to: help further develop philanthropic program areas working with family members; support Dalio family members in developing their philanthropic capabilities; oversee grants and charitable activities in a number of the programs at the direction of family members; report on the outcomes and impact of Dalio Philanthropies' grants and charitable activities to family members and other stakeholders; and continue evolving Dalio Philanthropies as an organization to effectively meet its goals and mission. This senior role within the organization is a key partner to the COO and Dalio family members, critical to advancing the work and mission of the organization.

The Vice President of Programs will not be solely responsible for setting strategy but will partner with family members in helping them develop their passions and the strategies associated with those passions, and then managing a team to execute on those efforts. An agile team player, this person will both engage and lead team members, as well as personally lean in on matters of execution as appropriate.

Dalio Philanthropies believes in the value that diversity, equity, and inclusion brings to a team and empowers each member of our team to embrace these values along their personal journey of growth and professional development. This is an extraordinary opportunity for an individual who is passionate about Dalio Philanthropies' mission; who is adaptable, comfortable with ambiguity, and open to change; who thrives in a fast-paced environment; and who is able to work with and across multiple teams simultaneously.

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- Responsibilities

Top priorities for the Vice President of Programs include:

- To serve as a supporting partner to Dalio family members, helping them articulate, refine, and where appropriate scale their philanthropic passions, to conceptualize how to execute on them, and to support their execution;
- To help build and implement a learning program for family members that helps them grow their philanthropic capabilities at the appropriate pace;
- To manage a lean programmatic team who help family members articulate their passions, identify grants and other philanthropic opportunities in pursuit of those areas, conduct due diligence, oversee and monitor those grants and philanthropic opportunities, to measure impact, and to report to the relevant stakeholders on the impact and learnings achieved in connection with those efforts;
- To oversee the community-grantmaking portfolio for the Dalio family, working closely with family members, to help articulate the goals and grantmaking in support of those goals, to ensure that those grants are executed in an excellent manner, and to serve as an effective liaison with grantees from the community;
- To represent Dalio Philanthropies with grantees, philanthropic partners, and others in the community;
- To work closely with the Director of Operations and the communications team to ensure excellent communications about the Dalio family's philanthropy to the relevant stakeholders;
- To work closely with the Executive Director, COO and other leadership in Dalio Philanthropies and the DFO to continue to develop and refine programmatic policies and processes, as appropriate;
- To develop and present programmatic materials at meetings of the family and staff meetings; and
- To stay informed of and apprise the family and leadership team of current trends and developments in the philanthropic sector, as appropriate.

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- Pivotal Experience & Expertise

Strategic Acumen – Demonstrated ability to drive progress on initiatives and balance multiple priorities. Familiarity with family foundations preferred, but relevant experience may come from the private sector, government, or nonprofit

Management and Leadership – A track record of effectively leading teams and/or a variety of initiatives through a hands-on approach. Experience successfully demonstrating the cultural competency to work with diverse populations and the ability to build meaningful relationships with stakeholders from various walks of life (e.g. colleagues, partners, practitioners, and community members)

Commercial and Operational Acumen– Experience with financial oversight; ability to partner diverse entities and individuals. Experience with, or a strong understanding of, how technologies (games, apps, computing, new scientific technology, etc.) can be effectively deployed for impact a plus. Comfort with data as a tool for measuring impact

Mission Orientation – Experienced with, or demonstrated interest in, the philanthropic sector and with the multitude of causes and issue areas that currently or may fall under the Dalio Philanthropies portfolio

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- Leadership Capabilities
 - Integrity, transparency, honesty, and strong ethical orientation
 - Humility and a low ego
 - A conceptual thinker with ability to navigate from the conceptual to the details
 - Strong ability to synthesize
 - Superb written and oral communication and presentation skills
 - A lateral thinker, able to make connections and see patterns
 - Practical thinker
 - Ability to hold people accountable and maintain high standards
 - Ability to manage multiple projects, prioritize, and deliver high-quality work in a fast-paced environment where excellence is expected
 - An individual who is able to collaborate effectively with a diverse group of people managing multiple tasks simultaneously and who thrives in a complex environment
 - Self-starter with a commitment to continuous learning and improvement
 - Strong work ethic

Engagement Team

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The DFO is an Affirmative Action – Equal Opportunity Employer. All employment at the DFO is subject to an extensive background check.

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