

(This search was completed in October, 2001, with the appointment of Esther Benjamin, financial consultant at Arthur Andersen and former White House Fellow.)

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**Job Announcement**  
**International Youth Foundation**  
**Vice President and Chief Financial Officer**  
(Posted: June 7, 2001)

The International Youth Foundation in Baltimore, Maryland, has retained Slesinger Management Services to recruit a seasoned manager and leader to serve as vice president for finance and administration. This is an exceptional opportunity for an individual to assume significant responsibility overseeing the business side of a young, entrepreneurial, fast-growing nonprofit. Applications will be accepted until the job is filled.

**The Organization**

The International Youth Foundation is a nonprofit organization that seeks to improve the conditions and prospects of children and youth around the world. Working in partnership with national foundations in countries such as Mexico, Ecuador, Brazil, Ireland, Slovakia, Poland, Germany, Israel, South Africa, Thailand, the Philippines, and China, IYF and its partners identify, strengthen, and expand programs that have been proven effective in meeting young people's needs. IYF currently has partnerships with organizations in 44 countries.

IYF also works to increase global awareness of children and youth issues, strengthen the organizational skills of youth program leaders, and increase international philanthropy in support of children and youth. One of its most recent initiatives is the Global Alliance for Workers and Communities, a partnership funded by Nike and the Gap, with support also from the World Bank and the MacArthur Foundation, to improve the work and life opportunities for young adult factory workers in countries such as Thailand, Indonesia, Vietnam, and China. In 1999, IYF organized the Children's Hour, a campaign that asked people around the world to donate their earnings from the final hour they worked in the millennium to programs that benefit children in the new millennium. More than \$13 million was raised.

IYF was founded in 1990 with the largest commitment ever from the W.K. Kellogg Foundation, providing \$67 million in support over the past ten years. IYF is now funded by a variety of private foundations, corporations, and governments. It currently has an operating budget of \$36 million (about half of which is disbursed as grants to its national partners), and a staff of 75. Its founder and CEO is Rick Little, and its chief operating officer is William S. Reese.

For more information about IYF, please go to <http://www.iyfnet.org>.

## **The Position and its Principal Responsibilities**

The vice president for finance and administration, who reports to the chief operating officer, is part of the senior management team and oversees the business side of the organization—in particular, the foundation’s financial management, including accounting, investments, and financial analysis; human resources; information technology; and office management, all of which are directed by talented professionals with strong expertise in their areas of responsibility. The vice president for finance and administration will have special responsibility to insure that these key functional areas consistently support the foundation’s programmatic goals.

Key responsibilities include:

1. Developing creative and effective financial strategies to convert the organization’s ambitious plans into reality.
2. Overseeing the development of the annual operating budget so that it reflects current organizational priorities.
3. Developing and maintaining a rolling three-year plan that forecasts revenue and expenses for each of IYF’s programs.
4. Working closely with the accounting department to insure that the board and senior staff are getting financial reports that are accurate, timely, and useful, and that financial controls are adequate and appropriate.
5. Overseeing, in conjunction with the board’s investment committee and outside investment advisors, the endowment, which now totals \$20 million.
6. Working closely with senior staff who oversee information technology, human resources, and office management to insure that these key areas are supporting the diverse programmatic needs of the foundation.

## **Desired Skills and Characteristics**

The ideal vice president for finance and administration should be:

1. Genuinely interested in the work of IYF and supportive of its mission.
2. A strategic thinker, who knows how to use financial data to analyze both past activity and future plans. Exceptional competence in modeling and forecasting is highly desirable.
3. Deeply interested in introducing sound financial management techniques in a nonprofit organization that is committed to thinking in a business-like manner. IYF is organized along the lines of a holding company, with particular programs and initiatives, i.e. business units, having considerable operating autonomy as they develop and implement strategies to meet pre-determined bottom-line financial objectives.
4. Instinctively entrepreneurial and eager to take advantage of unanticipated opportunities whose financial implications must be assessed quickly.
5. Knowledgeable in the key areas to be supervised, including accounting, financial reporting, and investments; information technology; human resource management, and office management.
6. Capable of developing, motivating, and supervising finance and administration staff who have highly specialized knowledge of their areas of responsibility.
7. A superb communicator, especially of financial and other quantitative data.

8. Adept at using new technology to support the organization's financial management and administrative systems.
9. A person with enough maturity, confidence, and presence to be able to work effectively with board members who come from significant leadership positions around the world.
10. Collegial. The vice president for finance and administration must have a personality and work style that insures that the internal atmosphere will remain open and collaborative, especially among senior staff.

### **Desired Experience**

The ideal vice president for finance and administration will have the following experience:

1. At least 10 years of broad-based senior management experience at a rapidly-growing, entrepreneurially-oriented organization with revenues of at least \$15 million. A successful track record in the for-profit corporate world is highly desirable. Nonprofit experience is also valuable, but is not required.
2. A proven track record in financial planning, forecasting, and modeling.
3. A graduate degree in a management-related field, e.g. MBA, or a CPA license or certificate.
4. Experience interacting with people from multiple countries and cultures as a result of significant work, study, residency, or travel opportunities.

### **Compensation**

Salary will be commensurate with experience and qualifications. The foundation offers a generous benefits package.

### **To Apply**

Please **e-mail or mail**: 1) cover letter, 2) resume, 3) email address, and 4) three-year salary history (which will be held in strict confidence) to:

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(attached files in Microsoft Word only)

(This job announcement can also be found at <http://www.SlesingerManagement.com>.)

The International Youth Foundation is an Equal Opportunity Employer.