



**President & CEO
Santa Fe, New Mexico**

For over 40 years, New Mexico Foundation (NMF) has been supporting people, communities and nonprofits throughout the state as the only statewide community foundation. NMF's priorities continue to focus on community resilience, health, educational opportunities, rural infrastructure and environmental adaptability. NMF accomplishes these priorities via three primary avenues – build and fund by providing grants and partnering with local and national philanthropic organizations to build programs and provide funding; manage by providing investment management for donor-advised funds and endowments; and support by being a fiscal sponsor to grassroots organizations.

In 2023, NMF awarded more than \$3 million in grants to organizations. NMF provides investment management and services for donor-advised funds and agency endowments and currently manages over \$50 million in investments for 50 individuals and organizations. Finally, NMF sponsors grassroots organizations as a fiscal agent, ensuring they can focus on their community work while building capacity. NMF provides administrative services and financial oversight to 65 small community organizations.

Moving forward, the Board believes that NMF's storied history, dedicated Board and staff and state-wide focus are assets and present opportunities for future growth and increased community impact. The new President & CEO will have the extraordinary opportunity to develop and execute a bold new strategic plan and explore the organization's exciting potential, under the direction of a dedicated and engaged Board of Directors and a staff that is committed to making a difference across the state. NMF is focused on the goals of solidifying the fiscal sponsorships, understanding and upholding the state's many and varied cultures, primarily Native American, Mexican, Spanish and Anglo. The President & CEO will have the opportunity to strengthen NMF's philanthropic impact among all New Mexicans, help the organization reach the next level and usher in a new era of successful outcomes and meaningful impact.

The President & CEO will increase NMF's prominence and enhance its position in community engagement and philanthropic leadership. He/She/They will be entrusted with the responsibility to improve the quality of life in New Mexico; to serve as a leader and expert on charitable giving; to broaden the base of charitable giving in the state; and to strive for measurable community improvement through strategic grantmaking in all areas of community need. The President & CEO will also provide leadership as an empowering catalyst, convener and leveraged funder to facilitate solutions to challenges. This leader will establish a more proactive and focused asset development effort to increase unrestricted endowed funds available for long-term community benefit. The President & CEO will also deploy efforts to ensure an increased emphasis on the benefits to donors, as well as continue the well-established commitment to NMF's nonprofit partners.

The President & Chief Executive Officer (CEO) has the overall responsibility for implementing and furthering

NMF's mission, vision and values. The CEO will provide leadership to the staff as they work to implement the strategic plan, being responsible for shaping effective working relationships and collaborating with the Board of Directors, employees, donors, partner agencies, elected officials and related organizations to ensure mission delivery and NMF's financial health. This leader will supervise four direct reports: Program Director, Finance Director, Development Director and Grants Director. The CEO will have the opportunity to hire the Development Director which will round out the senior leadership team.

New Mexico Foundation's next President & CEO will be driven by an authentic passion for the organization's mission, with a particular dedication to expanding equity and quality of life in Native American and rural communities in the state. The person we are seeking is an experienced leader to partner with the Board, staff and community. As President & CEO, he/she/they will help in building the long-term philanthropic support necessary to create thriving and sustainable communities throughout New Mexico.

We seek a proven and visionary executive-level leader who demonstrates a strong ability to work collaboratively at all levels in the community, but especially including nonprofit, government and private sector leadership. As a transformational leader, this individual must be at ease leading in an effective, respectful manner that builds partnerships and goodwill to drive success across the state and in the achievement of NMF's goals.

The President & CEO must be a strategic and visionary leader who embraces progress and is open to examining different views and ways of working together. This individual must understand NMF's potential to leverage its financial, social and reputational capital to positively impact communities around the state.

The qualified candidate must demonstrate success in reaching out to the community, participating with people of diverse socioeconomic backgrounds and building rapport with those who have varying viewpoints and perceptions. High integrity and sound judgment are essential to success in this role.

Leading, growing and empowering the staff and a dedicated, committed Board are needed skills, as well. We seek an executive who thrives in an atmosphere of high expectations and accountability, and who embodies the same for staff and stakeholders. Charisma, empathy, thoughtfulness and the ability to be a good listener and a quick learner are important personal attributes. A sense of humor, generosity of spirit, humility and grace are also valued.

A Bachelor's degree in business administration, nonprofit management, public policy or a related field from a four-year accredited college or university is required. A Master's degree is preferred. A minimum of seven years of senior leadership and management experience is also required. NMF seeks candidates who demonstrate senior leadership with strategic, policy and budget planning experience in a similar-sized and complex organization. Experience working with community based nonprofit organizations is desired.

NMF offers a competitive salary and benefits package. The salary range for this position is between \$160,000 and \$180,000 and will be commensurate with experience. NMF offers a comprehensive benefits package, including but not limited to paid holidays, vacation days, medical, dental, vision and life insurance, as well as a retirement plan with a match of up to 6%.

Applications and nominations are being received by Kittleman & Associates, LLC. To apply, please send a current resume and letter of interest to <https://bit.ly/nmfpresceo> (click on the Apply button at the bottom of the page). For best consideration, please submit your materials by January 7, 2025.