

# VP of People, Equity & Culture



**Search Conducted For:**

GreenLight Fund



## executive overview

**Organization:** Greenlight Fund ([website](#))

**Position Profile:** VP of People, Equity & Culture

**Location:** Boston (preferred) or other GreenLight Fund city (Atlanta, Baltimore, Charlotte, Cincinnati, Detroit, Kansas City, Philadelphia, SF Bay Area, Twin Cities)

## about the organization

Founded in Boston in 2004, GreenLight Fund addresses barriers to economic mobility for children, youth and families in high-poverty urban areas by creating local infrastructure and a consistent annual process to:

- Identify critical needs and barriers for people experiencing poverty;
- Find and bring into the city innovative, entrepreneurial programs that can have a significant, measurable impact; and
- Galvanize local support to help programs reach and sustain impact in the city.

Since its founding, GreenLight has launched and supported 33 innovative organizations in sites that reached more than 325,000 children and families last year. With a new strategic plan in place, GreenLight Fund is poised for continued growth, with a focus on deepening community impact, growing to new cities, building our learning capacity, building strategic partnerships, and centering racial equity in all that we do.

GreenLight Fund developed the GreenLight Fund Method, a community-driven process that focuses their investments where they will make the most impact.

This Method consists of five-steps:

- Discover - they assess the local landscape to elevate needs not yet being addressed that matter most to residents facing systemic barriers to economic opportunity, where results-oriented approaches could make an impact.
- Scout - they search the country for the most effective models: nonprofits offering services, connecting with their clients and sustaining their work in innovative ways.

- Select - they look at hundreds of nonprofits each year. Through rigorous due diligence, they select the nonprofit that is the best fit for the community – that meets identified needs with impact that can be successfully replicated.
- Invest - they invest their funds, time and passion. Their deep connection with the community and strategic partnerships help organizations ramp up and start producing direct, meaningful change. This ongoing support enables organizations to thrive over time.
- Measure - they measure the growth and effectiveness of their investments against specific, relevant, target outcomes and share results with investors, partners and the local community.

## position overview

GreenLight Fund has a 17-year history with 30 employees and has grown to 10 sites, with plans to expand its network to additional cities in the next few years. The VP of People, Equity and Culture is a newly created position to lead the HR team as GreenLight begins implementation of a new strategic plan to leverage the network of sites and build strong equity and culture within the organization. This experienced and influential leader will report to the CEO and play a highly critical role in the organization’s mission of centering racial equity throughout the organization and how they operate. They will be focused on strengthening both the internal and external communities around this work.

The VP will have strong expertise in all areas of the People function including talent acquisition, talent strategy & planning, development, retention, organization effectiveness, change management, and culture building and continuous improvement, all while leading through an equity lens. The VP is a key member of the senior executive team, a thought partner and internal coach to the senior executive management team, and a steward of the organization’s culture and values.

Successful applicants must be able to connect, influence and advise at all levels of the organization, as well as “roll up their sleeves” and engage on a hands-on basis. Further, the role will require someone who can confidently navigate varying opinions while creating psychological safety and facilitating the best decisions for employees and the organization in a growth environment. Primary responsibilities include:

- Develop and drive people strategy and roadmap by partnering with senior stakeholders to support GreenLight Fund’s rapid growth and long-term strategy

- Establish the Human Resources team as a trusted and strategic partner to the overall success of the organization by building relationships with the senior leadership team, Board of Directors, employees and community
- Partner with senior stakeholders on culture building, compensation strategy, change management, recruitment, succession planning, skills assessment, performance management and employee development
- Analyze metrics and data including recruiting efforts and employee experience to help inform recommendations to systemic improvements
- Serve as a coach to the senior leadership and Human Resources teams to maximize capability & effectiveness
- Navigate and lead culture strategy across organization, recognizing impactful tradeoffs and enable employees to become culture champions
- Translate strategic discussions into operational plans and processes
- Guide managers and employees in resolving employee relations issues by providing effective conflict resolution and coaching
- Ensure and maintain compliance efforts with the Labor laws and regulations relating to all aspects of the employee life cycle and how changes in laws and regulations impact the organization

## **Professional Qualities & Experience**

- 10+ years of people leadership experience engaging in and leading people & culture efforts and teams
- BA/BS preferred or equivalent experience
- Non-profit industry experience strongly preferred, with fluency in equity and culture building
- Demonstrated experience, expertise, & capability in the following areas:
  - talent strategy, planning and management
  - compensation and performance management
  - change management

- culture building & a continuous improvement mindset
- diversity, equity and inclusion
- Deep understanding and expertise in racial equity and the impact of systems of oppression in communities experiencing poverty
- Advisor on all areas of the People function and talent strategy
- Hands-on approach; the People team is lean and will require both coaching and execution

Will strive to live and work by GreenLight Fund's [values](#) in these key ways:

***Collaborate*** - Builds relationships and maintains continuous feedback cycles with all stakeholders.

***Committed to Excellence*** - Showing high standards and consideration for all aspects of the work, seeking areas of improvement.

***Diversity, Equity & Inclusion*** - Listens to and incorporates ideas even if they differ from their own. Seeks out diverse opinions and ideas, and makes others feel part of the conversation and decisions.

***Focused on Sustainability*** - Demonstrated passion for and focus on growing function/organization with long-term strategy in mind.

***Innovation*** - Generates novel solutions with measurable results; experiments with new ways to solve work problems and seize opportunities that result in differentiated solutions.

***Rooted in Community*** - Demonstrated commitment to and experience in increasing opportunities for people in low-income communities.

## key desired characteristics

- Demonstrated commitment, track record and thought leadership on diversity, equity, inclusion and belonging
- Pragmatic
- Effective decision-making
- Influential and impactful communication
- Counsel to leadership team on all HR & People matters
- Agile and adjusts swiftly to meet changing priorities and organizational needs
- High-growth seeking individual, thrives in changing environment
- Committed to strategy and execution of work
- Committed to mission of organization

GreenLight offers a generous benefits package that includes medical, dental, and vision insurance, 401k match, and generous PTO and parental leave, as well as short- and long-term disability, life insurance, FSA, EAP, remote work assistance, and professional development stipend.

At GreenLight Fund they are committed to fostering diversity, equity, and inclusion at every level of our organization. We recognize and appreciate the value of building a diverse workforce and creating an inclusive work environment. GreenLight Fund takes pride in being an equal opportunity employer regardless of age, ethnicity, gender, gender expression, gender identity, genetic information, marital status, national or ethnic origin, physical or mental ability, race, religion, sexual orientation, or veteran status.

If you have a disability or a need that requires accommodation, please let us know.

## salary range

\$135,000 - \$150,000

## search process

[Enspira](#) has been exclusively retained for this executive search. We look forward to discussing this opportunity with you. For additional information or to refer candidates for this role, please contact:



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