POSITION PROFILE

Chief Impact Officer
TAAF (The Asian American Foundation)
Flexible Location
ABOUT TAAF

The Asian American Foundation (TAAF) is a convener, incubator, and investor committed to accelerating opportunity and prosperity for the AAPI community. TAAF supports the ecosystem of organizations committed to AAPI causes so that together, we can more effectively take action against hate and violence, and build the infrastructure needed to improve AAPI advocacy, power, and representation across American society. We unlock resources to address the longstanding lack of investment and resources provided to the AAPI community — particularly as anti-AAPI hate and violence persist at alarming rates. We strive to be a catalyzing force for creating a permanent and irrevocable sense of belonging for the 23 million Asian Americans and Pacific Islanders across the United States.

LEARN MORE:
taaf.org
THE OPPORTUNITY

The Asian American Foundation is searching for their first Chief Impact Officer who will serve a critically important role in setting strategy, vision, and impact to support TAAF’s mission and direct the next phase of impact for TAAF’s existing and emerging pillars of change. This is a unique opportunity for an entrepreneurial leader to join the organization at this pivotal moment of evolution where the Foundation is experiencing tremendous growth as TAAF scales its operations to effectively fulfill its mission of ensuring prosperity and belonging for AAPI communities. As a transformational leader, the Chief Impact Officer will provide clear, actionable thought leadership around the next phase of the Foundation’s programming and inspire program staff to achieve TAAF’s complex agenda and broaden the organization’s reach and impact.
KEY RESPONSIBILITIES

- Leading the successful planning, development, and execution of TAAF’s key pillars of work: Anti-Hate and Belonging, Data and Research, Education, Narrative Change, and future areas, and ensure alignment with TAAF’s goals, strategy, and mission.

- Developing and assuring measurement of evaluation metrics to deepen TAAF’s impact and improve existing frameworks and processes.

- Creating and strengthening strategic partnerships with public, private, and nonprofit sector stakeholders to benefit the Asian American and Pacific Islander community.

- Addressing and managing complex issues to achieve meaningful and desired results including the ability to gather, interpret, and use relevant data to drive strategy development, make decisions, and drive results.

- Building, coaching, leading, and empowering diverse teams to accomplish TAAF’s mission and impact strategy.

- Connecting data with strategy and impact that can be shared meaningfully and impactfully with internal and external stakeholders.

- Understanding the role of being a key member of the C-suite for a start-up organization, which requires strategic thinking, hands-on implementation, and seamless partnerships across the executive team and the organization.
CANDIDATE PROFILE

The Chief Impact Officer will serve as the organizational leader over all impact areas at TAAF, prioritizing the organization’s long-term vision while building internal capabilities to achieve maximum programmatic impact. The ideal candidate will be strategic and collaborative in providing critically important direction and feedback to the Chief Executive Officer, Board, and staff on all areas related to programming and organization-wide goals. This leader will help shape TAAF’s ability to adapt and manage change as the AAPI community continues to face unexpected challenges and be willing to roll up their sleeves to get the job done. The Chief Impact Officer will possess strong communication skills, experience in representing an organization to the public, exceptional relationship-building skills, and excellent writing skills to complement an entrepreneurial spirit and vision-oriented approach.

In addition, successful candidates will have the following competencies, personal qualities, and characteristics:

**STRATEGIC & ENTREPRENEURIAL MINDSET**

The Chief Impact Officer will lead with an entrepreneurial mindset, along with the knowledge, foresight, and clarity to inform decision-making around programming and strategy toward social change. The Chief Impact Officer will act nimbly in adjusting to shifting priorities and deftly balance multiple tasks efficiently and effectively. Using keen analytical skills and excellent judgment, this individual will consistently take initiative to anticipate needs, address complex problems and translate complex, resourceful plans into concrete strategies, all while engaging fully alongside the CEO, Board, and staff. Within TAAF, this leader will be skilled at effectively collaborating toward consensus needed to enact operational change and optimize organization-level impact. This individual will be a coach and mentor to staff, creating and identifying opportunities for growth and development.

**PROGRAMS AND GRANTMAKING EXPERTISE**

A transformational leader, the Chief Impact Officer will draw upon leadership experience in a grantmaking capacity to grow the organization’s existing program areas while simultaneously identifying new areas of impact. This experienced leader will be adept at developing shared and measurable goals and creating, resourcing, scaling, and leveraging programs and grantmaking strategies that lead to positive impact. The ideal candidate will bring knowledge of the national level relating to communities of color with a focus on the AAPI community, that allows them to recognize and understand the challenges and opportunities in serving the AAPI community through TAAF’s pillars of change.
EXCEPTIONAL COMMUNICATOR & MANAGER

The Chief Impact Officer will be an engaged, active listener, able to tailor communications to effectively reach a range of audiences—from internal stakeholders to the general public to policymakers and influencers. Recognized as a leader in their community, this leader will embody a personal sense of passion, a willingness to listen, discretion, and a keen mind. Possessing exceptional verbal and written communications, this leader will be relied upon for good business judgment, an analytical mindset, and the capability to make sound and influential decisions. This individual will influence and mentor program staff while creating and identifying opportunities for their growth and development.

RELATIONSHIP BUILDER

With an ability to quickly establish credibility and rapport, this leader will be adept at building and sustaining excellent relationships with board members, staff, community leaders, partner organizations, and other various stakeholder groups, and harnessing their professional networks in support of TAAF. This individual will be a key spokesperson, proactively messaging what TAAF is and the impact of its work with poise. A natural consensus-builder, the Chief Impact Officer will be comfortable with ambiguity and have the persistence to drive process forward through collaboration and dedication.

PASSION FOR THE MISSION

The Chief Impact Officer will have a true passion for the mission of TAAF—effectively taking action against hate and violence, and building belonging and prosperity for all AAPI communities. The Chief Impact Officer will embrace TAAF’s collaborative culture and will thrive in a cross-functional, innovative environment with a diversity of viewpoints and experiences. This leader will work towards understanding the various roles and contributions of individual teams and mobilize resources effectively through meaningful engagement and continue building TAAF’s team of highly talented and effective contributors. Working strategically with transparency and accountability, this ideal candidate will embrace a culture of learning, work respectfully with compassion, kindness, and gratitude, and seek to be inclusive and collaborative in decision making.
COMPENSATION & BENEFITS

The annual base salary for this role will be based on a range, starting at $200,000 and will be competitive to market and commensurate with the successful candidate’s skills and experience.

This is a permanent, full-time, exempt position and is eligible for TAAF’s comprehensive benefit package of medical, dental, vision, and life insurance, paid time off, flexible spending accounts, and 401k retirement options.

TAAF is deeply committed to being a diverse, inclusive, and equitable place to work. We encourage people with a wide range of backgrounds, experience, and perspectives to apply.
Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Michelle R.S. Bonoan, Jennifer Smith, and Marisa Chock are leading this search. To make recommendations or to express your interest in this role, please visit here or email mbonoan@koyapartners.com, jsmith@koyapartners.com and mchock@koyapartners.com. All nominations, inquiries, and discussions will be considered strictly confidential.

Koya Partners is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email NonprofitSearchOps@divsearch.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

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