

California Partners Project Executive Director

San Francisco Bay Area // Sacramento, CA

Executive Director

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About California Partners Project

WHO WE ARE:

In 2020, First Partner Jennifer Siebel Newsom and Olivia Morgan launched the California Partners Project (CPP) as an independent 501(c)(4) not-for-profit organization dedicated to championing gender equity across the state and promoting the mental, behavioral, and physical well-being of California's children.

CPP collaborates with and strengthens the priorities of the [Office of the First Partner](#) (OFP), specifically the *California for All Women* and *California for All Kids* initiatives. CPP and the Office of the First Partner have a common goal: to better serve the people of California by bringing additional awareness, data, and resources to bear so that California remains a leader when it comes to supporting women and youth.

CPP creates groundbreaking research reports, studies, and toolkits that raise consciousness about crucial issues. We bring accountability, media attention, and practical recommendations to improve the lives of Californians. CPP also convenes and collaborates with leading experts and advocates to elevate the latest trends, findings, and progress in the realms of gender equity and child well-being.

We know that we're better together than alone. Partnership is key to maintaining the bold and innovative leadership that has always defined the Golden State.

MISSION:

In partnership with the people of California, CPP champions gender equity across the state and ensures our state's media and technology industries are a force for good in the lives of all children.

VALUES:

Partnership, Equity, and Innovation

For more information on California Partners Project, [please visit its website.](#)





The Opportunity

The Executive Director (ED) will oversee CPP’s strategy, execution, daily operations, and programmatic achievements. The ED will work in partnership with the Board to set organizational vision, long-term direction and seek out opportunities to advance the Gender Equity and Child Well-being program areas, and serve as a key organizational ambassador. Other core responsibilities include fundraising, partnerships, policy, media strategy/communications, finance, HR/administration, and Board engagement.

The ED should model the Office of the First Partner’s core values throughout research, communications, and programs, and foster an internal culture that reflects them. The ED will actively partner with Board members, staff, funders, and collaborators to meet the moment and further organizational impact.

This role requires strong attention to detail, creativity, and ability to translate CPP’s strategy into action and scalable solutions, along with the ability to build relationships and innovative partnerships.

Additional responsibilities include:

- Partnering with the Office of the First Partner, CPP Board, staff, and consultants to develop and implement CPP’s strategy in alignment with vision.
- Serving as lead fundraiser by cultivating and stewarding donor relationships. Guiding the resource development strategy to attract philanthropic support and ensure sustainable operations.
- Achieving short-term program goals, while maintaining a forward-thinking mindset toward innovation and expansion.
- Guiding communications, PR, and social media strategy.
- Developing and strengthening partnerships with experts, academic researchers, corporations, and government agencies in the Gender Equity and Child Well-being fields.
- Building and maintaining strong relationships with policy makers, special constituencies, and the press to expand organizational impact.
- Producing high-quality research reports, thought pieces, educational materials, events, and convenings.
- Building additional organizational capacity to enhance CPP’s strategic contribution to the Office of the First Partner and fields of gender equity and child well-being.
- Centering diversity, equity, and inclusion across all internal and external work.

- Providing fiscal and administrative oversight to ensure compliance, organizational sustainability, and effective service delivery. Overseeing accurate accounting, reporting, and forecasting practices.
- Liaising with CPP's board of directors.
- Building and retaining a strong team with a values-aligned culture.



Candidate Profile

The successful candidate will have the following core competencies, personal qualities, and experience. Note that CPP values deep connection to the mission and values over 100% alignment with all qualifications and considerations listed below.

ORGANIZATIONAL AND PROGRAMMATIC LEADERSHIP

- The ability to facilitate processes from inception to successful conclusion;
- Self-starter and executor with strong attention to detail;
- Capacity to be a trusted thought partner to the First Partner;
- Understanding of policy advocacy, legislative cycles, and public private partnerships;
- The ability to thread the needle and connect the dots between organizational goals and programmatic opportunities;
- Expertise in at least one of CPP's program areas: Gender Equity and Child Well-being;
- The ability to balance competing demands. Responsive to changing circumstances and priorities with follow-through, dependability, accuracy; and
- The ability to inspire a powerful sense of shared purpose in others.

OPERATIONAL EXCELLENCE

- The ability to work cooperatively with a small staff, effectively managing both up and down;
- A successful track record working with a high profile principal;
- A transparent and trust-based management style, empowering staff to work autonomously while holding the team accountable;
- Mission-aligned and data-driven decision-making abilities, including outstanding research, writing, analytical, and communications skills;
- Skilled in building leadership capacity among team members, empowering them to execute on organizational goals; and
- The ability to lead by example and stay true to the vision and mission of CPP.

FUNDRAISING & AMBASSADORIAL ABILITIES

- Experienced in fundraising and stewardship with individuals and foundations;
- Polished presentation skills, media savviness, excellent judgment, and political sensitivities;
- The ability to engage with colleagues and network partners with integrity/humility;
- The capacity to cultivate and maintain relationships among a large network of stakeholders; and
- Strong communicator and collaborator. People-centered and inclusive.

PASSION FOR THE MISSION

- A commitment to and passion for the mission and vision of CPP;
- Embodies values of equity, authenticity, and learning;
- Passionate about advocacy, working in coalitions, and capacity building; and
- An individual of unquestioned integrity, ethics, and values.

Compensation & Benefits

This position offers a competitive salary range that begins at \$140,000 and is commensurate with experience. CPP offers a benefits package that includes health, dental, vision, and life insurance, paid vacation and sick leave, paid parental leave, paid holidays, and professional development opportunities. More details can be provided upon request.

Physical Requirements

This is primarily a remote position, but regular travel is required for events and meetings within the San Francisco Bay Area and Sacramento regions. It requires prolonged periods sitting at a desk and working on a computer.



Contact

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Alex Corvin and Maleka Pensky of Koya Partners have been exclusively retained for this search. **To express interest in this role please submit your materials [here](#), or email Alex and Maleka directly at cpp@koyapartners.com.** Applications are reviewed on a rolling basis so applying earlier may be advantageous. All 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.

About Koya Partners

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—**The Right Person in the Right Place Can Change the World**—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

FOR MORE INFORMATION ABOUT KOYA PARTNERS, VISIT [DIVERSIFIEDSEARCHGROUP.COM/KOYA-PARTNERS](https://diversifiedsearchgroup.com/koya-partners).