



Draper Richards Kaplan Foundation is looking to add another Managing Director to its senior leadership team to help find, fund and support new international investments that help solve the world's biggest problems.

ORGANIZATION

The Draper Richards Kaplan Foundation is a leading global venture philanthropy firm that has been supporting early stage, high impact social enterprises for over 15 years. We believe there is an urgent need for transformational entrepreneurs to take on society's most complex challenges with innovative pathways to improve the lives of the most vulnerable; and these early stage unrestricted investments, dedicated to exceptional entrepreneurs who see the possible, are the building block for profound, lasting positive change.

Our model is borrowed from our venture capital legacy. We find, fund and support exceptional entrepreneurs and partner with them to help them reach their full potential and build their organizations to scale. We seek entrepreneurs who exhibit characteristics of extraordinary leadership: vision, intelligence, empathy, ambition and follow-through. Draper Richards Kaplan Foundation entrepreneurs have proven track records that demonstrate a full spectrum of competencies. We deploy a rigorous, venture capital style due diligence process to discover this. We fund these organizations with three-year unrestricted funding – something we believe is incredibly important. Early on, we recognized two things that drive our funding model: 1) unrestricted capital is the most precious capital funders can give growing organizations and 2) multi-year funding, as opposed to a one-time grant, is a critical success factor in helping these great organizations achieve scale.

In addition to the capital, and more important to their success, we provide our entrepreneurs with three years of rigorous support; taking a board seat for three years, often serving as the first truly “outside” board member. We mentor and coach the entrepreneurs and help them to build the capacity of their board and their teams.

Since we started in 2002, we have invested in more than 140 social entrepreneurs operating both domestically and internationally in a variety of issue areas. We launched our third fund of \$65 million to support 100 new social entrepreneurs through 2020. Our entrepreneurs are making lasting change in the world and our portfolio reflects some of the most impactful new organizations in the social sector. Our results speak for themselves: we were one of the earliest funders of Kiva, Room to Read, GrassRoot Soccer, One Acre Fund, Living Goods, Last Mile Health, MyAgro, Crisis Text Line, EducationSuperHighway and many others.



The Foundation is chaired by venture capitalists William H. Draper III and Robin Richards Donohoe and former HBS Professor and Vice Chair of Goldman Sachs who is currently the CEO of the Dallas Federal Reserve Bank, Robert Kaplan.

POSITION DESCRIPTION

Draper Richards Kaplan Foundation is looking to add another Managing Director to its senior leadership team. The ideal candidate is a person with international recognition who has previously run a large global or domestic organization and is an experienced, strategic and entrepreneurial leader. This Managing Director will help drive investments in new international organizations, work with the leadership of those organizations as they grow, and help the organizations build capacity to achieve their maximum impact. We are looking for a seasoned executive with deep and recognized experience and expertise across a wide range of relevant skills to help support our international strategy. The MD will deepen and develop in-country, regional partnerships to help source, select and support DRK portfolio organizations. DRK Managing Directors identify, cultivate, evaluate and support high potential social entrepreneurs and their organizations in a variety of sectors. They also actively contribute to the overall leadership of the Foundation; help to evolve and execute the Foundation's strategy and goals; and represent the Foundation externally.

In addition, the Foundation seeks to leverage his/her leadership, strategic perspective and management experience and expertise to help guide the organization as it grows, while maintaining its reputation for hands on involvement. The organization seeks to prepare itself for significant future growth including potentially re-examining how the organization fulfills its mission to better leverage its team and network of social entrepreneurs and partners. This position reports to the CEO of the Foundation.

The core responsibility of the Managing Director will be in investment selection, portfolio support and strategic and operational leadership:

Investment Selection

- Lead the screening and diligence for prospective international investments; provide support and insight throughout the decision-making process; and assess organizations on leadership, impact, scalability, and overall fit.

Portfolio Support

- Serve as an active board member for international portfolio organizations and play a key role in board development.
- Build and lead relationships with social entrepreneurs and their organizations. Act as a sounding board and advisor to the entrepreneur and her/his leadership team on a broad range of strategic and operational issues.
- Help organizations identify and pursue top priorities, particularly to make critical choices and



execute against plans to increase impact; develop strategic growth plans, economic models, and metrics; and help to build leadership, governance, and overall organizational capacity.

Strategic and Operational Leadership

- Work collaboratively with the entire executive team to help drive growth including re-thinking existing processes and practices.
- Able to act as an internal catalyst for change.
- Bring a fresh lens to the internal operations of the fund, championing new ideas and experimenting with new service models to test both impact and scale

CANDIDATE SPECIFICATION: KEY SELECTION CRITERIA

Ideal Experience -- The successful candidate will possess many of the following professional and personal abilities, attributes and experiences:

- Demonstrated passion for and commitment to Draper Richards Kaplan's mission through experience in one or more of the following areas:
 - Investing in or consulting to early stage, internationally based entrepreneurial organizations during a high growth phase.
 - Working within the social or public sector, ideally having held a leadership role at an organization during a time of growth or change.
 - Leadership experience in a high performing, for-profit company with a proven interest and understanding of social sector issues.
 - Experience as a senior consultant to the social sector combined with hands-on private or social sector experience.
 - Experience as a board member for a social sector organization.
 - Recognition as an expert and thought leader as a speaker or panelist at national conferences.
- Brings serious gravitas and a successful track record of at least 10-15 years in significant senior role in private equity, a large-scale NGO, an international funder or corporate CSR.
- Significant management positions of increasing complexity and responsibility. Experience leading and bringing a solutions-driven approach to complex projects in an entrepreneurial, independent, fast-paced environment.
- Experience and expertise in the use of technology and digital platforms and how these can be applied to the social sector.
- Deep sector experience in the international social sector, including government advocacy or policy and community organizing experience.
- Able to travel internationally frequently or be based internationally.
- Natural networker. Ability to cultivate and identify thought leaders, innovative thinkers and "connectors" in order to identify and evaluate high potential social entrepreneurs.
- Demonstrated experience building and managing professional relationships and coaching and



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FOUNDATION

developing talent. A collegial and team-building approach that puts others at ease and engenders trust.

- The ability to actively listen, with an appreciation for nuance in communication; a consultative stance.
- Outstanding analytical skills. Demonstrated ability to quickly assess situations, identify trends, develop solutions and translate insights into high-level guidance and tactical execution.
- Excellent verbal and written communication skills, with the ability to represent Draper Richards Kaplan and portfolio organizations in a professional, engaging and dynamic manner.
- A curious and creative intellect and a style that includes flexibility, levelness and a sense of humor. Relentless customer orientation and an eagerness to "roll-up one's sleeves" without a lot of oversight and direction.
- A graduate degree such as an MBA, MPP, JD or PhD.

Competencies

- Capability to assess new ideas or opportunities.
- Advisory capability.
- Bringing innovation to processes and practices.

Position based out of Boston, New York, London or India.

Send resumes to Nancy Huang, Chief of Staff at nhuang@drkfoundation.org.