



Position Specification

Institute for Women's Policy Research
President and Chief Executive Officer

For more information or to apply, please contact iwpr@russellreynolds.com.

Our Client

The Institute for Women's Policy Research (IWPR) is a nonpartisan, nonprofit organization committed to winning economic equity for all women and eliminating barriers to their full participation in society. As a leading national think tank, IWPR builds evidence to shape policies that grow women's power and influence, close inequality gaps, and improve the economic well-being of families.

Through rigorous, evidence-backed research, IWPR has shifted conversation on issues such as the gender wage gap, employment and job discrimination, Social Security, welfare reform and access to public benefits, educational access, child care, and many others. Their ongoing *Status of Women in the States* project and other state-specific research initiatives produce real outcomes for women and families

IWPR's work and experts are cited and appear regularly in more than a thousand news items each year, aimed at disseminating research and creating awareness to shape policy.

IWPR's core research areas include programs focused on **Economic Security, Mobility, and Equity**, the **Economics of Reproductive Health, Student Parent Success**, and its **Research and Action Hub**, which supports research and innovative policy solutions to accelerate women's power and influence in society and in the workforce. Its **Status of Women** project provides timely data and analysis on the health, economic, social, political well-being of women.

As a nonpartisan organization, the independence of IWPR's research is essential to maintaining the highest standards of integrity and quality. IWPR seeks to ensure these standards through internal and external peer review processes. IWPR researchers may receive input from advocates, policymakers, funders, and other interested stakeholders on different aspects of the research, but IWPR makes the final decisions on its research activities, conclusions, and recommendations. They employ research methods that are scientifically sound and engages in research and related activities that advance its mission and values.

IWPR was founded in 1987 out of a need for an organization whose distinct purpose was to develop comprehensive, women-focused, policy-oriented research. By conducting rigorous analyses using federal data, the social scientists at IWPR shook the gendered and racialized assumptions underpinning public debate.

IWPR is governed by a volunteer Board of Director comprised of leaders from the academic, corporate, nonprofit and grantmaking sectors.

For more information on IWPR, please visit <https://iwpr.org/>.

The Role

Reporting to and working closely with the Board of Directors, the President and Chief Executive Officer (CEO) is responsible for IWPR's strategic, programmatic, financial, and operational leadership, and for ensuring that the organization advances its core mission of using research and evidence to shape public policy and improve the lives and opportunities of women from diverse backgrounds. The next President and CEO will safeguard and promote IWPR's reputation as a trusted source of data-driven, credible research and policy analysis for policymakers and their staffs, the media, partner organizations, opinion leaders and the general public.

Specifically, the President and CEO will:

- Provide modern, creative, and visionary leadership, as well as credible organizational management, showing an appetite for meeting unchartered challenges, leaning into the moment, making real-time decisions and delegating effectively;
- Lead organizational fundraising and financial sustainability strategy to deliver on IWPR's mission and programs;

- Actively partner with the Board of Directors to strengthen Board recruitment, development, and operations of the Board of Directors;
- Foster a culture of intellectual curiosity across IWPR's research landscape and policy priorities;
- Continue IWPR's reputation of rigorous, intersectional, and relevant research, while enhancing the organization's reach and impact through its research, programming, engagement with audiences, and external communications and storytelling;
- Build upon IWPR's legacy as a leading voice on the range of complex issues affecting equity for women from diverse backgrounds in order to take the organization to the next level;
- Foster an environment that is nimble, inquisitive, and employee-centric, encouraging collaboration, inclusion, diversity, and transparency; and
- Embrace IWPR's mission to grow women's power and influence, close inequality gaps, and improve the economic well-being of families.

Candidate Profile

IWPR seeks a visionary, collaborative, and credible leader with a demonstrated commitment to advancing economic equity for all women and eliminating barriers to their full participation in society. The President and CEO should possess unquestioned integrity as well as the ability to lead IWPR to its next level of visibility and impact, ensuring that the organization continues to contribute significantly to the public policy debate. The person selected must be able to work across the political aisle and with many diverse partners.

The successful candidate will have the skills to lead an organization in which the President and CEO and members of the Senior Leadership Team have a shared responsibility for strategic leadership of the organization. The President and CEO will have a demonstrated commitment to the importance of evidence-based research in shaping public policy debates and will provide leadership in setting a forward-looking policy agenda for IWPR as a whole. The President and CEO should have the diplomatic skills to foster collaboration within and beyond the IWPR community and value working with a diverse network and supporting the robust exchange of ideas on current and future policy challenges.

In terms of the performance and personal competencies required for the position, we would highlight the following:

Visionary Leadership

- Demonstrated ability to create and articulate an inspiring vision for the organization; able to rally the Board of Directors and other key other key stakeholders around the vision for the future of IWPR and collaborating with the team to execute against the plan and its priorities.
- The inclination to seek and analyze data from a variety of sources to support decisions and to align others with the organization's overall strategy.
- An entrepreneurial and creative approach to developing new, innovative ideas that will stretch the organization and push the boundaries within the ecosystem.
- A high degree of integrity and forethought in their approach to making decisions; the ability to lead in a transparent and consistent manner while always taking into account what is best for the organization

Credibility and Commitment to Research

- Demonstrated commitment to rigorous evidence-based research and policy analysis, including trends in research methods and effective policy systems change, ensuring that the quality of research meets IWPR's standards.
- Track record of an inspiring and visible body of research work or commensurate practical experience.
- Credible curiosity across the full range of IWPR's areas of work, with a strong grasp of the complex issues IWPR seeks to influence.
- Knowledge of and relationships with research and policy institutions and experience in developing strategic partnerships in the field.

Leading Teams

- The ability to attract and recruit top talent, motivate the team, delegate effectively, celebrate diversity and inclusivity within the team, manage performance, and develop and maintain a strong organizational culture with inclusivity at the forefront.
- An inspiring and engaging leader, committed to establishing organizational best practices, fostering collaboration and coordination, and recognizing success at all levels of the organization.
- A proven track record as an active listener who promotes a healthy and productive work environment and a culture of mutual respect, teamwork and collaboration.
- A leader who is self-reflective and aware of their own limitations; a strong delegator who leads by example and drives the organization's performance with an attitude of continuous improvement and is open to feedback and self-improvement.

Relationships and Influence

- Naturally connects and builds strong relationships with others, demonstrating strong emotional intelligence and an ability to communicate clearly and persuasively.
- An ability to inspire trust and followership in others through compelling influence, powerful charisma, passion in their beliefs, and active drive.
- Encourages others to share the spotlight and visibly celebrates and supports the success of the team.
- Creates a sense of purpose/meaning for the team that generates followership beyond their own personality and engages others to the greater purpose for the organization as a whole.
- Able to quickly build and maintain trust with the Board of Directors; can compel and sustain continued engagement of high-level leaders and also play a key role in the identification and recruitment of new Board members.

Demonstrated Commitment to Diversity, Equity, and Inclusion

- Demonstrated track record of personal and professional commitment to diversity, equity, and inclusion, displaying cultural competence while operating in an environment with a wide range of constituents and communities.
- A track record of translating an organization's values into specific strategies and actions, including advancing and sustaining an organizational culture of diversity, inclusion, and equity. Understands and incorporates viewpoints from all key stakeholders to drive decision making and share the benefits.

Communications and Fundraising

- A strong communicator before larger audiences and in private settings, both internally and externally; able to convey a sense of excitement and purpose to the organization.
- A track record or demonstrated capacity to raise private funds, diversify funding sources and to think about revenue-generating programs.

Commitment to Mission

- Demonstrated and unwavering commitment to IWPR's mission.
- Dedication to research and the economic equity of women.
- Ideally, the person will possess expertise in some of the IWPR's areas of policy focus and will have the ability to become quickly conversant in other areas.

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Contact

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