



## SENIOR VICE PRESIDENT, CLEAN VEHICLE ASSISTANCE PROGRAM

### POSITION PROFILE

#### **BENEFICIAL STATE FOUNDATION**

Beneficial State Foundation (BSF) is a financial justice nonprofit whose mission is to change the banking system for good. They believe that banks should nourish our communities, not extract from them, and work to build a more just economy by advocating for a better way of banking.

The Foundation currently owns all the economic rights of Beneficial State Bank, a California-based community development bank founded by Tom Steyer and Kat Taylor in June 2007. The bank maintains a triple bottom line, seeking to be profitable, promote environmental sustainability, and expand economic opportunity in underserved communities.

BSF's unique model allows them to bridge the work of grassroots organizations, policymakers, professional associations, and the banking industry. They evaluate the social and environmental impact of the bank while engaging in policy advocacy for systemic change.

Beneficial State Foundation's headquarters is in Oakland, California, with thirty-five staff located in California, Oregon, and Washington. For additional information, please visit <https://beneficialstate.org>.

#### **CLEAN VEHICLE ASSISTANCE PROGRAM**

Beneficial State Foundation's Clean Vehicle Assistance Program (CVA Program) provides grants and affordable financing to help income-qualified Californians get a new or used clean vehicle. BSF's goal is to make clean vehicles more accessible and affordable. As an equity-focused program, their priority is to serve communities disproportionately impacted by pollution, often low-income communities and communities of color. They are also contributing to California's goal of five million clean vehicles on the road by 2030 to improve air quality for all.

Since the program launched in 2018, the team has completed two pilot phases and secured competitive, multi-million-dollar contracts from the California Air Resources Board to continue growing the program. As they transition from the pilot phase into an established program, Beneficial State Foundation is looking for an experienced and visionary leader to ensure the long-term success of this highly impactful program.

## THE POSITION

The Senior Vice President (SVP) will report to Beneficial State Foundation's Executive Director and Chief Impact Officer. They will serve as chief executive of the CVA Program, leading its transition from a pilot phase to an established program and developing a vision and strategy for its next phase of growth and evolution.

The SVP will oversee all aspects of the CVA Program and have both internal- and external-facing responsibilities. They will raise the program's profile and visibility; build relationships, partnerships, strategic alliances with government agencies, public, social, and private sector organizations, and a wide array of communities and stakeholders to advance the program and the Foundation's work and systems change agenda.

The SVP will manage two direct reports, oversee twenty staff members, and be responsible for project management, grant administration, and building, guiding, and developing the team to deliver impactful, equity-centered results. They will also support the Foundation's organizational development efforts more broadly.

### **Specific Responsibilities**

#### Organizational Leadership & Strategy

- Develop and execute a strategic plan for long-term program sustainability, collaborating with the team and partners on program evaluation for ongoing improvement
- Lead team through CVA Program's programmatic and operations growth, including current transitional program phases and re-opening to new grant applications

#### External & Thought Leadership

- Serve as the CVA Program's public face and advocate, influence, and help shape policymaking and outcomes
- Represent the CVA Program in statewide and national settings to advance program objectives
- Speak to the most critical issues and opportunities affecting marginalized communities in a compelling and impactful way

#### Community Building & Advocacy

- Build, strengthen, and manage relationships with political leaders, government agencies, and key influencers and decision-makers in Sacramento, California, and nationally
- Expand the network of partners working to advance the CVA Program
- Cultivate strategic alliances and partnerships with a broad array of stakeholders to overcome challenges and advance shared policy change agendas
- Engage in strategic initiatives aimed at solving the most critical problems facing people of color, low-income, and other marginalized communities

#### Fundraising and Financial Management

- Manage existing \$18 million budget and future budget allocations from the California Air Resource Board (CARB)
- Manage and negotiate current and future contracts with the state of California
- Diversify funding sources and grow revenue to support the CVA Program's long-term sustainability

- Oversee audits, financial reporting, and ensure the financial and overall health of the program

### Organizational Management & Culture

- Build, develop, and cultivate an organization with elevated levels of effectiveness and shared purpose
- Advise the CVA Program team on new developments in transportation equity
- Mentor, coach, and develop the CVA Program leaders and staff providing guidance on program-wide goal setting and building a culture of compassionate accountability
- Continue to strive for excellence and develop consistent professional practices throughout the program
- Partner with Organizational Development on talent management strategies to recruit, develop, reward, and retain talent
- Ensure a high-performance organization that is constantly learning and growing
- Contribute to foundation-wide organizational development efforts, supporting policy and culture development in a growing nonprofit

### **CANDIDATE QUALIFICATIONS AND EXPERIENCE**

Twelve plus years of progressive leadership experience, including managing large cross-functional teams within a nonprofit or public enterprise. Demonstrated knowledge of the issues affecting people of color and low-income communities and the root causes of disparities. Experience in partnership and relationship development, ideally in the public sector, with at least six years of experience that includes two or more of the following:

- Negotiating and executing government contracts
- Managing and scaling programs in a nonprofit setting (preferably a program that focuses on equity, grants, or services)
- Developing strategic plans, subsequent implementation, and ongoing evaluation
- Creating and managing budgets (ideally with revenue from government funds) and managing grant cycles, ideally government-funded and subsequent reporting

### **COMPETENCIES AND ATTRIBUTES**

The successful candidate **will have**:

- Demonstrated interest in contributing to and working by Beneficial State Foundation's Core Values
- Commitment and an experienced approach applying economic and racial justice lens to all work
- Experience working with and for low-income and marginalized communities
- Proven success in project management and budget, financial, and grant management
- Ability to think rigorously and analytically about advanced program outcomes and policy issues
- Ability to identify gaps and think creatively about solutions and performance drivers
- Ability to engage in and think critically about systems-level analysis and problem-solving
- Demonstrated experience with change management and creating and implementing new policies in a growing organization
- Ability to energize and inspire positive change to maximize team performance and culture
- Experience and comfort managing remote staff
- Confidence, professional credibility, and excellent writing and speaking skills
- Maturity and emotional intelligence

The successful candidate **will be**:

- An effective communicator across different channels/stakeholders
- A thoughtful listener willing to seek and consider multiple perspectives and viable solutions
- Excellent in organizational management with the ability to coach staff, manage, and develop high-performing teams, set and achieve strategic objectives, and manage a budget
- A relationship builder and leader with the ability to engage, inspire, and work collaboratively and effectively with a wide array of internal and external stakeholders
- Culturally competent and committed to social justice, racial equity, diversity, inclusion, and systems change
- Agile, innovative, and action/solutions-driven
- Comfortable with statewide travel and working in a fast-paced and responsive environment

**Location:** This position is California-based, and we are seeking candidates who are or will be California residents. Due to the COVID-19 pandemic, Beneficial State Foundation staff are working from home full time through at least February 28<sup>th</sup>, 2022. Depending on the candidate's location within California, they expect to offer this role the option to work remotely (in California) permanently or work out of their Oakland or Fresno offices in the future.

## **COMPENSATION**

A competitive compensation package, including a comprehensive benefits package, will be offered commensurate with experience. The target salary range for this position is \$154,000-\$175,000 (dependent on candidate location).

Beneficial State Foundation is deeply committed to social justice and racial equity and welcomes candidates of all identities and lived experiences for this opportunity.

Beneficial State Foundation provides equal employment opportunities to all employees and applicants in all company facilities without regard to race, color, religious creed, sex, national origin, ancestry, citizenship status, pregnancy, childbirth, physical disability, mental or intellectual disability, age, military status or status as a Vietnam-era or special disabled veteran, marital status, registered domestic partner or civil union status, gender (including sex stereotyping and gender identity or expression), medical condition (including, but not limited to, cancer-related or HIV/AIDS-related), genetic information, or sexual orientation in accordance with applicable federal, state, and local laws.

For additional information about the opportunity, please contact:

**LISA FISHER**  
Principal  
301-273-7074  
[lfisher@lafsearch.net](mailto:lfisher@lafsearch.net)  
[www.lafsearch.net](http://www.lafsearch.net)