



Position Profile: Senior Advisor

Hirsch Philanthropy Partners LLC
San Francisco, California

About Hirsch Philanthropy Partners

Hirsch Philanthropy Partners believes in actively creating a more equitable and uplifting world through meaningful, high-impact collaboration. As a pioneer in the field of philanthropic advising, Hirsch has more than two decades of experience helping individuals, families, and foundations create and implement visionary giving strategies. Hirsch has grown rapidly over the past decade, more than tripling in size, and continues to expand at a fast pace. Our team directs over \$115M annually to the organizations, community leaders, and public sector agencies boldly solving our most pressing social issues. Our deep Bay Area and national roots and relationships catalyze potent connections and ignite change.

Our ability to bring people together to solve problems, belief in the possibility of innovative methods and surprising ideas, and courage to make the world better in spite of great disparities serve as the foundation for our work. We ask the right questions, design original solutions, and take big ideas to the next level.

While our world is complex and our challenges greater than ever, Hirsch's vision, optimism, and experience forge an ambitious path in response to growing and shifting demands. We know what's possible because we've created impact for more than 20 years. Our team believes in the power of creating deep, systemic change for future generations. We believe that our work can transform the world.

Our talented staff have served as leaders of national nonprofits and congressional offices, management consultants, advertising executives, foundation staff, teachers, and advocates. We are specialists in a wide range of issues including education, democracy, health, racial and economic justice, environmental protection, the arts, community development and more.

For more information about our firm, please visit our website:
www.hirschphilanthropy.com

Position Opportunity

The Senior Advisor role is dedicated to supporting the CEO and Executive Team in the development of the firm's strategies, policies and operations. In particular, this individual will participate as a full member of the firm's Executive Committee and provide guidance and input on all major decisions facing the firm. While there are no specific operational responsibilities, this individual will, at times, be called upon to undertake specific projects and initiatives to forward the goals of the firm. This role will also serve as an advisor to operational department heads, where needed. This is a part-time position.



Ongoing Responsibilities

Advisor to the CEO

- Sounding board and confidant for the CEO;
- Manage special projects and initiatives on behalf of the CEO; and,
- Bring a wide network of experiences and network of contacts that can be leveraged as a resource for the CEO across a broad spectrum of issues and decisions facing the firm.

Strategy Development and Evolution

- Continued development of the firm's overall strategy;
- Development and evolution of the firm's succession strategy; and,
- Development of practice areas/intellectual property.

Executive Leadership

- Organize/manage Executive Committee, Senior Management Team and other leadership meetings;
- Facilitate input from firm leaders on firm strategy and direction;
- Meet individually on a regular basis with senior team members to aid in problem solving and support their own leadership development;
- Advise CEO on strategic decisions and investments; and,
- Provide support to Executive Committee members and senior staff, as needed.

Financial Management

- Review and provide input on significant pricing decisions, guidelines and tools;
- Provide input on significant financial management policies and approaches;
- Support annual and client budget/planning process; and,
- Review and provide feedback on management reports.

Human Resources

- Provide input into all significant HR policies, including
 - Organizational structure/reporting relationships;
 - Staffing targets;
 - Retention strategies;
 - Training program/curriculum;
 - Policy design
 - Compensation; and,
 - Bonus plans

Experience and Background Desired

We are seeking candidates who are passionate about working with and supporting teams that serve donors and communities to create high-impact change. To that end, a candidate who has the following experience will be highly valued:

- Experience advising CEOs and leaders on business strategy and operational issues;



- Excellent relationship management skills with colleagues and external partners such as clients;
- Experience advising high net worth individuals on financial, life-planning or philanthropic issues;
- Broad experience (15-20+ years) working in professional services as an advisor to business leaders;
- Masters in Business Administration;
- Experience (5-10 years) working in philanthropy for foundations or philanthropic advisors;
- Experience and success in managing personnel in a matrix organization;
- Experience in successfully working with complex organizational dynamics; and,
- Excellent written and verbal communications skills with experience developing and/or collaborating on strategic and complex messaging related to firm initiatives, where needed.

Compensation and Benefits

Compensation includes a competitive base salary, opportunity for bonuses and an excellent package of health, retirement savings and other benefits.

- Medical, Dental, & Vision Coverage, and Disability & Life Insurance: we offer several options for affordable healthcare coverage. In addition, we also provide life insurance, disability and other coverages.
- Paid Time Off and Holidays: we offer a competitive PTO package and an additional ten paid holidays each year.
- Flexible Work Arrangements: our firm supports a flexible work arrangement for our employees.
- 401(k) plan offered to eligible employees following 3 months of employment. Hirsch will match 3% of eligible compensation (immediate vesting), regardless of whether the employee participates in the plan.
- Additional Benefits: we also offer a pre-tax commuter benefit, flexible spending account, and volunteer leave.

*The company reserves the right to modify and change benefits as needed and at their sole discretion.

Location: Bay Area Preferred

Notice regarding COVID-19 Vaccination Requirements

At Hirsch Philanthropy Partners, health and safety are the top priority for our team and the communities we serve. As part of our commitment to health and safety, Hirsch requires all employees to be up to date on vaccinations against COVID-19 as a condition of employment. New employees must provide proof of up-to-date vaccinations on their first day of work. If you are unable to be vaccinated against COVID-19 because of a sincerely held religious belief, medical condition, or disability, Hirsch will consider requests for accommodation in accordance with applicable law.



Application Instructions

For an initial conversation to explore this position or learn more, please contact Lisa Long at llong@clearturn.com.

We promote diversity of thought, culture and background. We are committed to a collaborative work environment that supports, inspires, and respects all individuals and provides employees with a work environment free of discrimination and harassment. We do not discriminate based upon race, religion, color, national origin, gender (including pregnancy, childbirth, or related medical conditions), sexual orientation, gender identity, gender expression, age, status as a protected veteran, status as an individual with a disability, or other applicable legally protected characteristics.