



## JOB SPECIFICATION

ORGANIZATION: FSG SOCIAL IMPACT ADVISORS  
POSITION: DIRECTOR, EDUCATION & YOUTH  
LOCATION: BOSTON/WASHINGTON DC/SAN FRANCISCO/SEATTLE  
REPORTS TO: MANAGING DIRECTOR

### Background

FSG is a nonprofit consulting firm dedicated to discovering better ways to solve social problems. They specialize in strategy, research, and evaluation. FSG was founded in 2000 by Mark Kramer and Harvard Business School Professor, Michael Porter, as the Foundation Strategy Group. Today, FSG works across all sectors—partnering with foundations, corporations, nonprofits, and governments in every region of the globe. The FSG team cares deeply about social impact. They have a passion for solving problems—and the right combination of on-the-ground experience and world-class skills to make it happen. FSG, which currently employs over 65 people, and does work across the globe, is dedicated to accelerating social progress in three ways:

**Creating** fresh ideas and practical tools that boost the success of change makers in all sectors. FSG applies experience and research to generate insights that make new levels of social impact attainable for a wide set of players.

**Consulting** with clients to build strategies that lead to powerful results in the areas they care about most. FSG provides tailored advice drawn from deep analysis of complex issues and broad exploration of effective approaches.

**Connecting** peers and communities to each other and to proven practices, so each gains from the knowledge of all. FSG brings together leaders that are hungry to exchange information, elevate learning, and to create collective impact on shared priorities for social change.

Although FSG projects are vastly diverse in subject areas and objectives, many projects have been concentrated in the following issue areas:

- Community-Based Philanthropy
- Education & Youth
- Environment
- Global Development
- Global Health
- Strategic Corporate Social Responsibility
- US Health

Additional information about the organization can be found at [www.fsg-impact.org](http://www.fsg-impact.org).



### Opportunity

As FSG enters its second decade of operation, their Education & Youth issue area continues to grow. The nation is at a seminal moment in education, and there is increasing hunger for strategy, evaluation, and organizational alignment services to serve this sector. FSG is seeking a Director who can partner with Managing Director, Jeff Kutash, to grow the practice and contribute as a thought leader to the field of education. The new Director will work with a range of organizations including those that focus on early childhood, K-12, post secondary and adult education. Additionally, although most of FSG's clients have historically been based in the US, the organization has increasingly been asked to take on engagements for clients based overseas.

The new Director will have a strong strategic background coupled with financial and analytical acumen, superior communication, problem solving and partnering skills, and the ability to hit the ground running in an entrepreneurial organization. Optimally, the new Director will have significant experience in the education sector, either in an operating nonprofit, funder, school district, and/or other high-performing education reform organization.

This is a great opportunity for someone who wants to advise and collaborate with a wide range of clients who are engaged in the important work of serving children and youth. While FSG serves a range of education clients, there is currently a great deal of momentum around K-12 education reform at the national and state level, and FSG expects to continue adding high quality, impactful organizations to their roster of clients. FSG's clients span multiple sectors and include organizations such as NewSchools Venture Fund, The William and Flora Hewlett Foundation, The Wallace Foundation, The Bill & Melinda Gates Foundation, New Schools for New Orleans, Texas Higher Education Coordinating Board, Chicago Public Schools, The NYC Leadership Academy, DC Public Schools, and Ernst & Young.

The new Director will ideally be based out of the Boston office or in FSG's new Washington DC office (opening in winter 2010), but s/he could also be based in FSG's Seattle or San Francisco office.

### Responsibilities

FSG is looking for an experienced strategist to serve as a Director. In light of the exciting opportunities in the education field right now, FSG is seeking candidates who bring experience and relevant professional networks to their Education & Youth focus area. The new Director will spend the majority of his/her time working directly on Education & Youth engagements. However, Directors at FSG also need to be open to and excited about working on some projects in other content areas that matter to FSG clients. Directors at FSG will be expected to take leadership roles in all aspects of the firm's work including the following:

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Expanding Leadership Capacity in Public Education

- Lead teams of consultants in client work;
- Represent the firm, develop new business, and secure funding for initiatives;
- Build and maintain client relationships;
- Advance the intellectual capital of the firm;
- Lead aspects of the firm's growth and infrastructure development as a member of the Leadership Group;
- Play a lead role in building the capacity of the Education & Youth Focus Area.

## Qualifications and Qualities

The ideal candidate will possess a combination of the following experiences, skills and qualities:

- More than five years experience with a strategy consulting firm OR experience in a position that required significant strategy consulting, project and/or client management, and analytical skills;
- Experience serving in an engagement or project manager role that required managing clients, teams, and project deliverables;
- Ability to exhibit structured thinking in the face of complex concepts; data-based decision making; results orientation; and a client service mentality/approach;
- Demonstrated commitment to working in the nonprofit or public sector;
- In-depth experience with issues related to education and youth in the United States;
- Strong networks with nationally significant education funders and practitioners;
- Excellent analytical, communication and presentation skills (proficient in Excel and PowerPoint);
- M.B.A., M.P.P., M.P.A, or similar.

## Contact Information

If you are interested in this opportunity, please send a resume and cover letter via email to:

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