

Prysm

INITIATIVE

Vice President, Program Investments

Mission & Purpose

Prysm Initiative believes philanthropy can transform the lives and futures of women, girls, and entire societies.

We equip philanthropists with strategic advisory services to make game-changing investments that tackle the most pressing reproductive health challenges facing women and girls worldwide. By guiding funders toward high-impact opportunities, we help drive lasting, systemic change that improves lives and strengthens societies.

About Prysm Initiative

Big-picture philanthropists seeking to create more just societies, enhance security, stability, and prosperity nationally, or those aiming to mitigate climate change and improve the quality of life globally, may overlook the vital role of women in their calculus. At Prysm Initiative, we demonstrate the real-world benefit of investing in women to address the root causes of society's most pressing challenges. Providing women access to global reproductive health care allows them to lift their communities and participate in achieving global aims. Importantly, investments in global women's health deliver some of the greatest returns of economic and social benefits, especially in the poorest countries, while advancing at the same time security and international peace.

In 2023, a group of leading funders in the global women's health sector – Children's Investment Fund Foundation (CIFF), Gates Foundation, Hewlett Foundation, and Packard Foundation – outlined the creation of a new organization designed to attract new philanthropic investment. Based on recent events, a changing focus of global funding, and a rapidly shifting geopolitical environment, Prysm Initiative will generate net-new funding for global reproductive health by partnering with the sector to identify high impact opportunities so that U/HNWI can invest with confidence and deliver impact that will improve lives and strengthen societies.

Governance Structure & Operating Model

Funding is fully committed for Prysm Initiative's inception phase by its founding donors: CIFF, Gates Foundation, Hewlett Foundation, and Packard Foundation. Prysm Initiative's inaugural Chief Executive Officer started in January 2025 and is now building out a team of

approximately 10 staff, starting with three leadership positions: Vice President, Program Investments; Vice President, Communications; Vice President, Operations & Strategy.

The CEO and leadership team will work together in the first year to develop Prysm Initiative's strategy, services, and operating platform in order to begin engaging in the following core tenants of work:

- **Philanthropic Advising:** Engage with and guide U/HNWI donors on learning journeys; advise donors on customized / bespoke high-impact funding opportunities in the global reproductive health sector.
- **Program Investments:** Design, build, and curate a "funding menu" for high-impact philanthropic investment; source opportunities from the global reproductive health field; build and maintain partnerships with the field; educate donors on sector initiatives and trends.
- **Donor Communications and Outreach:** Guided by the objective to create clear and compelling points of entry into the sector for new philanthropists, develop content, narratives, and communications materials for general audiences and in support of customized donor engagement activities; support efforts on donor events and experiences.
- **Operations:** Liaise with Prysm Initiative's fiscal sponsor, as well as manage outsourced operations and internal administration.

The Opportunity

Prysm Initiative is seeking a Vice President, Program Investments who will play a vital role in guiding new philanthropists to the bold and critical solutions necessary to support women and girls' health globally. The VP will build and lead a team that will partner with a nascent and growing network of advisors and organizations from around the world to source and diligence high-impact, investable solutions across multiple theories of change, as well as inspire the field to think differently, innovate, and develop bold new approaches that will attract increased levels of funding from philanthropists.

Prysm Initiative operates at the ecosystem level and works across a broad, cross-cutting landscape of intersecting issues and philanthropic investment models. Prysm Initiative also has the privilege to engage exceptional partners - from experienced funders to global experts to those implementing solutions on the ground. The VP will be joining an organization that will translate all of these assets into trusted resources and real action for philanthropists. This role therefore requires a leader who can balance their own expertise with the need to collaborate with external experts to validate a diverse set of solutions from the field, recognizing that because Prysm Initiative works across multiple theories of change, the VP must as well.

Prysm Initiative aims to build a highly matrixed environment employing a sophisticated model of collaboration and engagement. Organized into four pillars of work - Philanthropy, Program Investments, Communications, and Operations & Strategy - these teams partner together to draw U/HNW donors into global reproductive health philanthropy, advise them on the most impactful solutions, and present ideas in ways that compel action.

In concert with the CEO and Communications team, the VP will work to cut through the complexity of the global reproductive health field and give philanthropists who are new to the space confidence to act with urgency and scale. The VP will build on Prysm Initiative's networks from around the world to source, diligence, and lift high-impact, leading-edge solutions. The guiding principle for this work is to make it simple for new philanthropists to draw from the proven strategies of trusted peer funders, and curate the "big ideas" needed to unlock philanthropy at scale for the field. The VP will bring a genuine respect for this unique and powerful collaboration model, working in a participatory way across the organization and through Prysm Initiative's growing global networks.

Key Responsibilities

The new VP, Program Investments will be joining Prysm Initiative during its start-up period. The following represent the priorities and objectives for this new role as it contributes to building the organization's overall strategy and operations.

Strategy & Leadership

- In close collaboration with the CEO and leadership team, develop the strategy and operating plan to infuse the world's leading expertise into Prysm Initiative's efforts to support philanthropists, helping guide them towards the greatest impact in the global reproductive health sector at each stage of their journey.
- Build and lead a small, high-performing team charged with sourcing and managing the global expertise that is essential for Prysm Initiative to be credible with its target donor audience, and to be confident it is directing philanthropic capital to high-impact solutions.
- More broadly across the organization, play a contributing role in helping to build a dynamic, fast-growing start-up entity, enabling it to continue to scale and advance its unique mission.

Source and Diligence Solutions

- Lead, manage, and contribute to the effort to source and diligence solutions from across philanthropic and civil society sectors, helping to match the needs of new philanthropists with trusted opportunities.
- Operate as an objective and expert broker with the global reproductive health field, which requires not being wedded to a single theory of change or agenda. Provide support in helping philanthropists understand different points-of-view around various solutions, and help guide them to viable pathways to impact through the paces of a rigorous diligence framework.
- In close partnership with the CEO and Communications team, help design and craft accessible materials for philanthropists, including developing frameworks to quickly educate them on investment options, elevating the questions that matter most for impact, and supporting efforts to move philanthropists from learning to action.
- In partnership with the CEO and Communications team, co-create "on-demand" knowledge products with involvement from networks of experts and other stakeholders to support investments in global reproductive health philanthropy and eventual scaling.

- Lead and manage efforts to better define opportunities for intersectoral engagement from philanthropists who support other causes, such as climate, gender, and poverty. Build and elevate cases for why global reproductive health is vital to every cause and curate portfolios of solutions with compelling co-benefits.
- Build and manage team-wide learning sessions on content and manage processes to cascade new learnings from the field to the team.

Engagement With Global Networks/Advisors

- Continually grow, evolve, and maintain trust-based partnerships and networks to the global reproductive health sector, including ensuring advisors rotate periodically and Prysm Initiative evolves as it learns. Identify and address gaps in networks, finding new partnerships and coalitions across geographies and sectors that meet Prysm Initiative's needs for diverse validation and expertise as well as to advance its efforts to curate big ideas with the field. Promote and lead transparent engagements rooted in reciprocal information and knowledge sharing.
- Actively partner with and represent Prysm Initiative externally in complex networks and convenings, primarily to identify emerging opportunities and developments in the sector, as well as to help the field and Prysm Initiative align on messaging and learnings.

Ideal Candidate Profile

Prysm Initiative seeks a senior strategist in the global reproductive health sector who has the ability to help define and lead this new practice area with vision, creativity, and commitment. Candidates must have broad global content expertise, demonstrated experience working across sectors and geographies, an international network, and a deep understanding of the solutions and vital role philanthropy plays in tackling issues in the field. Intellectual dynamism and an objective approach to the full breadth of global reproductive health solutions will be essential in order to work effectively across a wide spectrum of networks, partnerships, and funder groups.

The ideal candidate is a self-starter with a strong entrepreneurial orientation, who will thrive in a new, fast-paced venture and will be energized by building something new and innovative. The VP will be skilled at building trust-based partnerships and able to connect to leading experts from across the global reproductive health community, including cultivating and convening networks. Excellent analytical skills are required, with the ability to pinpoint key questions, distill frameworks, weigh competing points-of-view, and synthesize actionable findings – all with rigor and speed. Outstanding writing, editing, and verbal communication skills are a must, with an emphasis on clear, compelling presentation for audiences new to the global reproductive health sector.

A leadership style that is driven by active inquiry and learning is necessary, alongside an intellect that evolves and thrives by creatively synthesizing ideas and input from multiple sources, and an ability to recognize excellence. Candidates must be comfortable considering multiple points of view and encouraging constructive, balanced discussions to drive innovation and progress with philanthropic solutions. In particular, a posture that invites candor and a temperament that deploys a sensitive touch in teasing out points of disagreement is essential to this position's success.

The VP will have a proven track record designing, building, leading, and coaching high performing and highly collaborative teams. Candidates must have a passion for and belief in the importance of creating a team and work environment in which people from diverse cultural, social, and ethnic backgrounds can contribute and thrive. The culture of Prysm Initiative also requires a balanced sense of confidence and humility, along with unimpeachable ethics, judgment, and the discretion required when working with and supporting high profile philanthropists. Additionally, candidates must have a demonstrated history of effectively engaging and managing external talent, such as consultants and retained experts, in order to create the leveraged capabilities Prysm Initiative needs to do this work at scale.

A minimum of fifteen years of broad strategy and content expertise in the global reproductive health sector is required, ideally working across sectors and geographies, including in the global south, and a grounding in how organizations deliver solutions in different regions worldwide. Candidates must be able to demonstrate experience and knowledge in defining and/or sourcing high-impact solutions in the sector. Finally, experience designing processes and system requirements that enable efficient knowledge management and streamlined workflows both within and across teams is highly desirable - with an eye toward the agility start-ups require.

Compensation and Benefits

The salary range for the Vice President, Program Investments is \$200,000 - \$250,000 USD and comes with a competitive benefits package, including health coverage, dental and life insurance, retirement benefits, paid parental and sick leave, vacation, and holidays.

To Be Considered

Position Location & Travel

The Vice President, Program Investments position is open to candidates worldwide. Ability to travel frequently internationally is required.

Submit Materials

Prysm Initiative values, celebrates, and supports a diverse and inclusive environment. All qualified candidates who contribute to the initiative's broad commitment to diversity are strongly encouraged to submit their materials for consideration via the **Become a Candidate** button on GoodCitizen's website.

The search for Prysm Initiative's Vice President, Program Investments is being led by:

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