

GoodCitizen

Tides Director of Advising Services, Fiscally Sponsored Projects

About Tides

Tides is a group of 501(c)(3) nonprofit organizations committed to building a world of shared prosperity and social justice. Founded in 1976, Tides accelerates the pace of social change and is embarking on a new strategic direction to strengthen the power of groups who face systemic barriers to resources and opportunities - especially BIPOC leaders, their organizations, and communities. Tides believes that to achieve shared prosperity and social justice, we must take a collaborative, bold approach to the work. Tides has over \$1B in assets under management and services include donor-advised funds, fiscal sponsorship, corporate social impact advising, grant making, impact investing and shared spaces in San Francisco and New York City. Unlike a traditional donor-funded non-profit, Tides generates income to fund its operations from fees charged to the partners they provide service to.

2021 was a landmark year in Tides' 45-year history. They are experiencing a unique and powerful opportunity for transformative change in how they lead and impact social justice and shared prosperity. Taking committed actions to prepare for this change, Tides has welcomed an expanded and largely new executive team, partnered with a top-notch social impact consulting firm to revitalize their strategic plan, increased resources and capacity focused on operational excellence, and grown the core staff significantly. These investments will help Tides to better serve their partners and to move forward in alignment with the new strategic direction.

For more information, please visit www.tides.org.

The Opportunity

The Director of Advising Services is a core member of the Fiscally Sponsored Projects (FSP) team at Tides. The FSP team interacts directly with partners to provide services that assist in supporting and growing fiscally sponsored projects. Tides provides human resources infrastructure, financial management systems, and nonprofit management expertise, backed by experienced team members. Serving on the Head of FSP's senior team, the Director of Advising Services will be responsible for developing, implementing, and sustaining the strategic advising practice for fiscally sponsored projects. This position reports to the Head, FSP. The person in this role will lead across the portfolio using a partner-centric lens to:

- Develop a strategic advising practice to support fiscally sponsored projects
- Create a program of professional support for advisors including professional development opportunities, mentoring, etc.

- Provide strategic leadership in the further development of Tides service model for fiscally sponsored projects

This leader will ensure that the FSP team centers Tides' Impact Goal of strengthening the power of groups who face systemic barriers to resources and opportunities - especially BIPOC leaders, their organizations, and communities.

Key Responsibilities

Partner Service Delivery

- Develop the strategic advising practice for fiscally sponsored projects (including principles and standards of practice)
- Partner with the Director of Operations to develop and maintain partner and staff tools and resources such as the Project Handbook and Advisor Guide
- Lead/manage the implementation of recommended advising practice related improvements in coordination with other departments
- Work closely with the Chief Impact Officer to develop appropriate KPIs for tracking advising practice outcomes
- Partner with the Director of Operations to develop and implement an approach to portfolio assessment and evaluation
- Partner with the Director of Operations to develop and implement onboarding and continuity support for the portfolio
- Contribute to developing and managing the team's structure, annual goals and objectives, and key performance metrics

Team and Organizational Leadership

- Provide direct supervision of Managers who in turn support Senior Advisors and Advisors, ensuring they have the strategic thought partnership and are effectively supported and resourced
- Motivate and inspire a diverse and cohesive team, ensuring a culture of support, transparency, communication, accountability, and inclusivity
- Provide proactive engagement with all team members around their professional development, career goals, and growth plans
- Promote and sustain a culture and work environment where equity, diversity, and inclusion are shared, practiced, and instilled within the team
- Serve on the FSP leadership team and work closely with the Head of FSP to provide strategic leadership for the FSP team overall
- Supervise team members with a focus on developing, motivating, and mentoring direct reports
- Represent FSP services with relevant departments to introduce and/or review suggested policy changes that impact current partner service

delivery promises and partner services workflow and process

Ideal Candidate

Tides seeks a strategic, dynamic, equity-driven, and relationship-oriented leader with robust experience and knowledge in nonprofit management and the social impact sector. The Director will have skills in prioritizing multiple projects and strategic efforts in a challenging and fluid environment. This person will be skilled at relationship building and collaborative problem solving to reach solutions that benefit the FSP team, departments across the organization, as well as client partners. The Director will have a track record in evaluating of programs and strategies while providing the necessary support to FSP staff and other internal colleagues. This leader will have a demonstrated commitment to advancing social justice and racial equity.

This is an exciting opportunity for a leader who thrives in a fast-paced organization that is experiencing a moment of growth and change. The Director will bring a management style that values team input and ideas while also paying close attention to the supports needed for the team succeed. This person will build and maintain a team culture that centers equity, diversity, and inclusion while ensuring those principles are reflected in partnerships with clients.

Location is flexible as Tides is a fully remote company. Ability to travel to San Francisco and New York City as required.

Desired Qualifications and Skills

With the understanding that no one person will offer every desired skill and characteristic outlined below, compelling candidates will offer much of the following:

- 10+ years of relevant and applicable work experience in field of nonprofit management
- Strong personal alignment with Tides' Vision, Mission and Approach and or organizational values of respect, equity, empowerment, accountability, and creativity
- Demonstrated experience serving as an advisor or consultants to nonprofits or fiscally sponsored projects
- Demonstrated nonprofit leadership experience – leading a team or a department in a nonprofit organization
- Fast learner able to assimilate new information, plan, and act with quality accordingly
- Exceptional project management skills with a strong ability to facilitate collaborative problem-solving
- Demonstrated experience leading a team – strong team management and supervision skills

- Ability to hold self and others accountable for high-quality, timely, and effective work with a demonstrated commitment to meeting the needs of internal and external partners for a high level of satisfaction
- Strong analytical skills, including the ability to work with and manipulate data from multiple sources, assimilate and present information in a clear and concise manner
- Strong verbal and written communication skills with a proven ability to develop organizational policy, implementation plans, and make presentations
- Strong motivation and an ability to simultaneously manage multiple assignments
- Understanding of nonprofit intermediary/fiscal sponsorship sector and its role in strengthening social impact is a plus
- Proficiency with MS Office, Salesforce, NetSuite

Compensation and Benefits

Location is flexible anywhere in the U.S. with the ability to travel to San Francisco and New York City as required. The salary range for this role is \$149,000 - \$222,000 based on geographic location, years of experience, and ensuring pay equity within the organization. Tides offers a generous benefits package including: comprehensive medical, dental and vision insurance, paid time off, life and disability insurances, retirement plan, educational assistance, confidential counseling and life balance resources designed to support the passion, commitment and energy that is vital to our team members.

To Be Considered

Tides is an equal opportunity employer. We strongly encourage applications from women, people of color, and bilingual and bicultural individuals, as well as members of the lesbian, gay, bisexual, and transgender communities. Applicants shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, disability, political affiliation, sexual orientation, gender identity, color, marital status, or medical condition including acquired immune deficiency syndrome (AIDS) and AIDS-related conditions. Also pursuant to the San Francisco Fair Chance Ordinance, we encourage and will consider for employment qualified applicants with arrest and conviction records.

Please submit your resume and cover letter expressing your interest in the position and fit for the role via the "[Become a Candidate](#)" button. Letters may be addressed to Martens Roc

Applicants applying by November 21, 2022 will be given priority consideration, with the position open until filled.

GoodCitizen has been exclusively retained by Tides to lead this search. For questions, please contact:

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