



Margaret A. Cargill  
PHILANTHROPIES

## Program Officer, International Health

Eden Prairie, Minnesota

### EXECUTIVE SUMMARY

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The **Margaret A. Cargill Philanthropies (MACP)** seeks nominations and applications for the role of **Program Officer, International Health, Quality of Life**. MACP consists of two grantmaking entities – the Margaret A. Cargill Foundation and the Anne Ray Foundation, both of which were funded by the late Margaret A. Cargill. MACP organizes most of its grantmaking activities into seven program domains with defined strategic boundaries. These seven domains include: Animal Welfare, Arts & Cultures, Disaster Relief & Recovery, Environment, Quality of Life, Teachers, and Legacy & Opportunity. Additional funds are awarded through special grant programs including an employee matching gift program.

MACP supports work in and with communities toward developing solutions that deliver effective, sustainable programs that improve the quality of life for under resourced and marginalized populations. The Quality of Life domain has a broad goal of *supporting life's journey at vulnerable stages for children, young adults, families, and the aging*. The International Health program is one of five programs in the Quality of Life domain. Across all programs, MACP seeks to focus on equitable approaches that reach marginalized communities.

The Program Officer is responsible for supporting the development, implementation, and management of the International Health program's Quality of Life domain, specifically the Maternal, Newborn and Child Health (MNCH) space. The International Health program is focused on reaching women who have experienced barriers to accessing quality, respectful, integrated MNCH services, including structural, systemic and individual barriers to care. Under the direction of the Program Director, the Program Officer works in collaboration with the Managing Program Director and other program and foundation staff to manage an effective grantmaking program to support the development of strategic content and desired impact for the International Health program. The ideal candidate will bring passion for and expertise in the field of Maternal and Child Health along with the strategic and collaborative skills to effectively steward grantee relationships and help to envision the future of the portfolio.

### ABOUT MARGARET A. CARGILL PHILANTHROPIES (MACP)

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Margaret A. Cargill Philanthropies (MACP) refers collectively to two grantmaking entities, Margaret A. Cargill Foundation (MACF) and Anne Ray Foundation (ARF). The two foundations have separate boards and investment portfolios but share a common mission of providing meaningful assistance and support to society, the arts, and the environment. In 2019, their national and international grantmaking efforts consisted of 498 grants totaling more than \$240M.

- **Margaret A. Cargill Foundation** is a private foundation that came into existence upon Ms. Cargill's death in August 2006. MACF's assets are approximately \$3 billion.
- **Anne Ray Foundation** is a supporting organization, which may make grants only to beneficiary organizations specifically named by Ms. Cargill. ARF's assets are approximately \$4 billion.

MACP's well developed Philosophy of Grantmaking underscores the values and guiding principles of Margaret A. Cargill by: using education and innovation as a means to achieve core purposes; empowering people to be self-sufficient; maintaining a low profile while meeting the needs of others; supporting programs that could have a broad impact, have socially redeeming values and standards, and that value life; and relieving suffering in times of disaster. As a core element of its philosophy, MACP invests in long-term relationships with key grantee organizations in order to find solutions that are consistent with the values of both parties.

MACP's grantmaking is guided by the following cultural values:

- **Making a Difference:** MACP's collective efforts are focused on furthering its mission; engaging with colleagues and partners to achieve meaningful shared goals; recognizing that everyone's contributions count, and even small actions have great value; and encouraging self-sufficiency.
- **Excellence:** MACP is committed to bringing its best every day, where its high-performing teams set and meet challenging goals; believing collaboration leads to better results; investing in expertise and bringing the right resources to the table; and being responsible stewards.
- **Integrity:** MACP takes on commitments thoughtfully, delivering on its promises; striving to earn and maintain results; being committed to results without sacrificing its values; and acting and interacting with honesty and authenticity.
- **Respect:** The MACP team lives full lives and is appreciative of each other's time; listens to understand and encourages candid, constructive dialog; welcomes and values diverse perspectives and world views; actively supports organizational decisions; and shows compassion to those in need.
- **Learning:** MACP is committed to mentoring and developing its people; is willing to try new things; learns from its experiences, including its own mistakes; and embraces change as a means of growth.
- **Humility:** The MACP team is grateful for the opportunity to be part of the Philanthropies' work, focusing recognition on those who do the good work; valuing expertise and honoring what others contribute, always mindful of the power dynamics in philanthropy.

MACP is engaging in a **diversity, equity, and inclusion process** that includes:

- Building intercultural competency and emotional intelligence work at an organizational level, to include deeper learning and dialogue on racial and social equity.

- Increasing local racial equity grantmaking to fund local efforts to address systemic racism and social inequities; and,
- Reviewing each programmatic domain to more formally examine the role equity and inclusion currently play and can play in MACP's grantmaking.

## **OPPORTUNITIES AND CHALLENGES FACING THE NEW PROGRAM OFFICER**

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The new Program Officer can expect to engage the following opportunities and challenges:

### ***Manage the International Health Program Portfolio***

- Support the development and implementation of a strategically aligned grantmaking portfolio for the International Health program.
- Oversee the active International Health grants portfolio and monitor progress of grantees in a manner consistent with MACP's values and Philosophy of Grantmaking.
- Utilize strong communication skills, including making verbal presentations and producing clear and concise written documents.
- Work collaboratively with MACP's Legal, Finance, Grants Management, and Evaluation teams to conduct due diligence, assess institutional capacity, and monitor active grants.

### ***Support International Health Grantee Partners***

- Manage grantee relationships with a deeply engaged service and listening posture, providing clear communications to grantees, applicants, and other interested parties.
- Work with applicants on all aspects of the MACP grantmaking process, including diligent reviews of potential grantee organizations and assisting applicants in developing proposals aligned with MACP's strategic funding priorities, grantmaking policies and practices.
- Promote partnership and a culture of learning within MACP and among grantees.
- Organize and participate in site visits with the Program Director and other MACP staff and leadership with grantee partners.

### ***Contribute to Strategic Development of the International Health Portfolio***

- Support the development of a program strategy for the International Health program for recommendation to leadership/board.
- Support the development of a theory of change and landscaping analysis to guide implementation and support the evaluation of the grantmaking portfolio.
- Support the development of qualitative and quantitative methods to analyze program impact and effectiveness for the purposes of learning and accountability.
- Analyze and research industry practices, trends, innovation, and organizational best practices in delivering integrated maternal newborn, child, health programs and services.
- Maintain an understanding of country level health policy, government and international funding mechanisms and the role of private giving that supports MNCH program delivery in priority geographies.

- Strategically and responsibly recommend new grant concepts that will further the strategic impact of the program portfolio.

## **QUALIFICATIONS OF THE IDEAL CANDIDATE**

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The ideal candidate is an experienced professional with a Master of Public Health in Maternal and Child Health or other related undergraduate or advanced degrees in health with a focus on maternal and child health. Candidates must also have and demonstrated experience in grantmaking or grant management as well as maternal newborn child health, public health, international health care delivery, or related fields.

Candidates should have an active curiosity and passion for MACP's program interests and values, including making a difference in communities, forming deep partnerships with grantees, providing support to low-attention needs, and working with humility. Successful candidates will be collaborative, positive, and able to skillfully navigate ambiguity and change. While no one candidate will embody all the qualifications enumerated below, the ideal candidate will possess many of the following professional and personal abilities, attributes, and experiences.

- Demonstrated experience and expertise in maternal newborn child health, public health, international health care delivery, or related field.
- Experience working internationally with women-centered or healthcare focused community-based organizations or agencies that support women through provision of reproductive health programs or services.
- Experience in international healthcare delivery programs for marginalized women and/or working in and with communities internationally toward sustainable solutions to improve the reproductive care for women including maternal newborn and child health care.
- An understanding of the respective roles of funders and grantees and the relationship between the two and a professional demeanor with proven ability to build collaborative relationships.
- Collaborative, positive, and adept at building collegial relationships and able to respond to issues with clarity and diplomacy; demonstrated ability to inspire and foster trust and confidence in staff, management, and their colleagues; ability to do much of their work hands-on and across multiple internal stakeholders.
- Demonstrated commitment to intercultural understanding and sensitivity.
- Strong project management and planning skills including the ability to organize and prioritize tasks, effectively manage time, and meet multiple competing deadlines.
- Proven ability to work independently and in a team environment and maintain a positive attitude under pressure.
- Previous experience managing budget and producing deliverables.
- Experience with evaluation methodology and with grant-management software and tracking systems.

## **TRAVEL**

Up to 20%. Most if not all travel for this position will be international.

## PHYSICAL DEMANDS

- Required to sit for long periods of time.
- Moderate use of computer, keyboard and mouse.
- Bend to file or retrieve documents.
- Occasional light physical effort required.
- Ability to lift and carry up to approximately 30 pounds.

*The above statements are not intended to encompass all functions and qualifications of the position; rather, they are intended to provide a general framework of the requirements of the position. Job incumbents may be required to perform other functions not specifically addressed in this description.*

## TO APPLY

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MACP is partnering with Allison Kupfer Poteet, Cara Pearsall, and Catherine Seneviratne of [NPAG](#) in this search. Applications including a cover letter, addressed to the MACP hiring team, describing your interest that includes a short statement about how you have fostered a positive, values-based organizational culture, your resume (in Word format), and where you learned of the position should be sent to:

**MACP-POIH@npag.com**. *To expedite the internal sorting and reviewing process, please type your name (Last, First) as the only contents in the subject line of your e-mail.*

***Margaret A. Cargill Philanthropies is an equal opportunity employer and encourages candidates of all identities, experiences, orientations, and communities to apply.***