



MARGARET A. CARGILL FOUNDATION | ANNE RAY FOUNDATION

**Margaret A. Cargill Philanthropies
Program Director**

Eden Prairie, Minnesota

Executive Summary

Margaret A. Cargill Philanthropies (MACP) is seeking applications and nominations for the role of **Program Director**. Reporting to the Managing Program Director, this role oversees the Quality of Life Domain's International Health programs as well as the Animal Welfare Domain. Founded by the late Margaret A. Cargill, MACP supports efforts to enhance quality of life for children, families, and seniors; preserve and promote the environment and the arts; assist in the response to, and recovery from natural disasters and encourage the humane treatment of animals. MACP actively partners with capable organizations to make a lasting difference for individuals and communities, with particular attention paid to overlooked causes. With \$7 billion in assets, MACP is among the top ten grantmakers in the United States. In 2017, MACP's national and international grantmaking efforts consisted of 339 grants, totaling more than \$235 million.

Under a general theme of supporting life's journey at vulnerable stages for children, young adults, families and the aging, the Quality of Life domain has strategic program areas focused on aging, families, post-secondary success, and youth camping and swimming. The Quality of Life domain also includes a limited scope International Health program focused on maternal and child health, family planning, and vaccines internationally in countries of strategic importance to MACP.

The Animal Welfare domain focuses on care of domestic and injured wild animals and increasing empathy toward animals among children and adults. This domain supports a continuum of care, addressing both prevention and treatment through three distinct grantmaking programs: Companion Animals, Wildlife Rehabilitation, and Empathy & Compassion. All three Animal Welfare programs are focused on a seven-state geographic region that includes Wisconsin, Minnesota, North Dakota, Idaho, Montana, Washington and Alaska.

In partnership with a talented team, the new Program Director will develop, manage, and lead program portfolios within Animal Welfare and Quality of Life; serve as a member of the MACP Program Leadership Team in support of organization-wide goals; and, provide effective leadership for program staff including mentorship and development opportunities and contribute to positive organizational culture that is reflective of MACP values.

The ideal candidate for the role will have at least 15 years of direct experience working in a human services field as a grantmaker, administrator, or program director; with a deep understanding of the key issues in philanthropy, a detailed knowledge of grantmaking tools and types, a broad perspective of various program areas with deep experience in more than one field, and an appreciation for place-based grantmaking. S/he/they will have demonstrated experience working with a range of large and small nonprofit organizations that support programs and/or services that address one or more of the areas of focus for this position: animal welfare, youth development, and/or maternal child health, along with experience in cross cultural contexts working with diverse communities, including Native American, Alaskan Native, and/or rural

communities preferred. A graduate level academic degree in business administration, social work, public administration or a related field, or equivalent level of experience is preferred.

Margaret A. Cargill Philanthropies has retained the assistance of Allison Kupfer Poteet and Cara Pearsall of the national search firm [NPAG](#) in this effort. Instructions on how to submit nominations and applications can be found at the end of this document.

About Margaret A. Cargill Philanthropies (MACP)

Margaret A. Cargill Philanthropies 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.



- **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 develops and implements integrated grantmaking strategies across seven programmatic domains:

- **Arts & Cultures:** folk arts, Native American art, music, tactile art, and artistically significant crafts that foster human creativity
- **Disaster Relief & Recovery:** natural disaster preparedness, relief, and recovery with emphasis on low attention areas
- **Environment:** conservation of natural resources and protection of animal habitats
- **Animal Welfare:** care of domestic and injured wild animals and increasing empathy toward animals among children and adults
- **Quality of Life:** supporting life's journey at vulnerable stages for children, young adults, families and the aging
- **Teachers:** recruitment, training, and retention of qualified people for the teaching profession and maintaining their skills at the highest level
- **Legacy & Opportunity:** other interest of Margaret A. Cargill and flexible funding for opportunities aligned with MACP values and philosophy

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.

Challenges and Opportunities for the Program Director

In collaboration with the Managing Program Director, the Program Director will work with other Program Directors, Program Officers, other MACP staff, and Vice President, Programs in building, managing, and evaluating effective grantmaking in the Animal Welfare domain and international programs of the Quality of Life domain. The Program Director can expect to engage in the following opportunities and challenges:

Develop, manage, and lead strategic program portfolios within Animal Welfare and Quality of Life. The Program Director will translate program strategies, in collaboration with Program Officers, to develop proposals and implement grant agreements for the Margaret A. Cargill Foundation and the Anne Ray Foundation. S/he/they will manage distribution goals for the Animal Welfare Domain and for International Health programs of the Quality of Life Domain and will participate in domain budget development, program planning, learning leadership, organizational development, and team-building. The Program Director will source new opportunities, develop and monitor grantee performance, and develop his/her/their knowledge of program strategies and the field. Additionally, in collaboration with Managing Program Director and Director of Evaluation and Learning, the Program Director will develop and oversee evaluation plans for programs within the Animal Welfare and Quality of Life Domain. In cooperation with legal, finance, grants management, and evaluation functions maintain accountability for due diligence on all grants within the portfolio.

Serve as a member of the MACP Program Leadership Team in support of organization-wide goals.

As a member of the Program Leadership Team, the Director will participate in strategy discussions and decision making that impact programs and grantmaking. As in all activities, the Program Director will embody effective and respectful teamwork in keeping with MACP values.

Provide effective leadership for program staff including mentorship and development opportunities. The Program Director will supervise and work closely with a team of Program Officers and Program Associates, providing them training and staff development, assigning and directing work, and appraising performance. The Program Director will work closely with staff, taking every opportunity to coach and mentor as they work through intricate grant development and implementation and progress towards program goals. In addition, this role will emphasize the importance of engaging in effective and respectful team work and demonstration of MACP values.

EDUCATION, EXPERIENCE AND OTHER QUALIFICATIONS

The ideal candidate will possess many of the following professional and personal abilities, attributes, and experiences:

- Graduate level academic degree in business administration, social work, public administration or a related field, or equivalent level of experience preferred. Minimum requirement is an undergraduate degree with at least 15 years of direct experience working in a human services field as a grantmaker, administrator, or program director.
- An understanding of the key issues in philanthropy, a detailed knowledge of grantmaking tools and types, a broad perspective of various program areas with deep experience in more than one field, and an appreciation for place-based grantmaking.
- Experience working with a range of large and small nonprofit organizations that support programs and/or services that address one or more of the areas of focus for these domains: international maternal/child health, vaccines, family planning; animal welfare and/or youth development.
- A track record of developing and delivering large grants across a wide range of interests.
- Knowledge and experience in cross cultural contexts working with diverse communities, including Native American, Alaskan Native, and/or rural communities preferred.
- A solid understanding of non-profit financial and governance structures, business models and program design.
- Supervisory experience of a professional team, with demonstrated ability to develop strengths of individual team members and to build effective, values-based teams.
- Experience and understanding of program evaluation methodology.
- Strong project management skills and detail orientation, with the ability to maintain perspective on the broader principles driving an organization's work.
- Strong interpersonal and communications skills. Professional demeanor with proven ability to build collaborative relationships, operate in a team environment, and honor donor intent.
- Perseverance, resilience, flexibility in the face of change. Experience leading teams through organizational change.
- Experience in a client service organization or reporting to a Program Leadership Team or Board. Demonstrated ability to translate the goals and strategies of the organization into actionable plans that align to the stylistic preferences of the organization.

TRAVEL

Up to 20% of time in travel, primarily domestic with some international travel anticipated.

PHYSICAL DEMANDS

- Required to sit for extended 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.

Eden Prairie and the Twin Cities

MACP's home in Eden Prairie, Minnesota is a foundational aspect of its identity, reflecting an organizational commitment to sustainability. In spring 2016, MACP completed a major building expansion focused on sustainable design practices. The original building renovation earned LEED Gold certification, and for the expansion, MACP earned LEED Platinum certification from the U.S. Green Building Council.

Eden Prairie is part of the Twin Cities metro area including Minneapolis and St. Paul, which have over 3 million residents and together make up the 14th largest metropolitan area in the country. A unique blend of small town and major cosmopolitan hub, both urban cores boast a thriving business atmosphere. Saint Paul, as the state capital, is home to state government and has a more historical vibe. Minneapolis is the larger and more commercial of the two cities. Both cities share a common root of being river towns - and the great outdoors are still a major attraction for residents and visitors alike.



Nominations and Applications

More information about the **Margaret A. Cargill Philanthropies** may be found at: www.macphilanthropies.org.

Due to the pace of this search, candidates are encouraged to apply as soon as possible. Applications including a cover letter describing your interest and qualifications and your resume (in Word format) should be sent to:

MACP-PD@nonprofitprofessionals.com. In order to expedite the internal 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.