



Margaret A. Cargill
PHILANTHROPIES

Program Director, Legacy Programs
Eden Prairie, Minnesota

EXECUTIVE SUMMARY

Margaret A. Cargill Philanthropies (MACP) is seeking applications and nominations for the role of Program Director, Legacy Programs. Reporting to the Managing Program Director, this role oversees the Southern California legacy grantee program and public media partners. 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 overlooked causes. With \$8 billion in assets, MACP is among the top ten grantmakers in the United States. In 2020, MACP's national and international grantmaking efforts consisted of 454 grants, totaling more than \$260 million.

The Program Director, Legacy Programs will provide support to Southern California beneficiary organizations specifically named by our founder, Margaret Cargill. In partnership with a talented team, the new Program Director will develop, manage, and lead legacy grantmaking programs in Southern California and our program with PBS nationally; 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 talent development opportunities and contribute to positive organizational culture that is reflective of MACP values.

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.

Additionally, 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.

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.

OPPORTUNITIES AND CHALLENGES FACING THE NEW PROGRAM DIRECTOR

The Program Director will be a key leader on the Program Leadership Team and will provide high-level management to the Southern California Legacy, public media, and Anne Ray Foundation Opportunity Fund grantees. The Program Director will work in close partnership with the Managing Program Director on the development of strategy, process, implementation, and evaluation of the portfolios. The Program Director can expect to engage in the following opportunities and challenges:

Provide leadership to the Southern California Grantees portfolio (Akaloa).

The Program Director provides leadership and management for relationships with and distribution goals for eight legacy grantees in Southern California. Known collectively as Akaloa, this includes eight organizations, selected as designated beneficiaries by Margaret Cargill, and focused on a range of issues including disaster

assistance, animal welfare, aging services, arts and culture, and media. These organizations have a shared goal of delivering long-term, strategic impact in their local communities with a focus on community solutions relevant to their own areas of interest and the legacy areas of focus that Margaret Cargill supported during her lifetime. In this role, the Program Director will partner closely with and support the Akaloa Program Committee (APC), which includes three MACP board members, to maintain a meaningful relationship with grantees and projects supported by Akaloa grantmaking.

Provide leadership to Anne Ray Opportunity Fund Grantees.

The Program Director will also coordinate and administer grants to public media grantees, as well as responsive grants for the Anne Ray Foundation Opportunity Fund, which includes sourcing proposal concepts from the Program Domains who support the various grantees in the ARF entity from ARF grantees and historically have included capital or transformational operating support.

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 oversee and support a Program Officer and Program Associate and will provide effective leadership for program staff, including meaningful inclusion; appreciation of non-dominant culture perspectives; empowerment and accountability; training and individual development; and learning-based approaches to assigning, supporting, and reviewing performance. The Program Director will work closely with staff, coaching, mentoring and supporting MACP approaches to grant development, oversight, and evaluation. The Program Director will set the stage for a practice of teamwork and modeling MACP values to staff and grantees.

QUALIFICATIONS OF THE IDEAL CANDIDATE

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:

Philanthropic Experience

- Demonstrated experience in philanthropic grantmaking, across a wide range of interests and in ways that leverage philanthropy's contribution to the community within the larger picture of society, other funders, and government support. Experience and skills in place-based philanthropy and capacity building for grantees and partners is strongly preferred.
- Knowledge of best practices for philanthropy to build relationships with less known, diverse communities amid the dominant structures of power and influence in the community.
- Preferred experience or understanding of how and where philanthropy can create the greatest impact on the field of public media.
- Experience in managing a defined program portfolio with measurable strategic objectives and accountability to a client, board, committee, or senior leader. Direct partnership and engagement with a philanthropic board is strongly preferred.

Organizational and Team Management

- Supervisory experience with demonstrated ability to develop strengths of individual team members and to build effective, values-based teams. Strong interpersonal and communications skills with proven ability to build collaborative relationships, trust, and operate in a team environment.
- Ability to generate innovation, engagement, and ownership by listening to staff and communities and reflecting their thinking in solutions and practices.
- Understanding or experience in streamlining processes, oversight, and evaluation processes to allow more attention to be spent on impact and relationships, while continuing to provide strong stewardship of resources.
- Proven ability to think strategically; demonstrated record of success working with a diverse constituency of partners and stakeholders to achieve specific programmatic outcomes.
- Demonstrated ability to move large issues into specific program delivery mechanisms.

Values Alignment and Interpersonal Qualities

- Deep awareness of systemic racism and knowledge of methods for incorporating equity, inclusion, and diversity into grantmaking and relationships with staff and community, as well as a commitment to intercultural understanding and sensitivity.
- Collaborative, positive, and able to navigate well with ambiguity and change; 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.

The Basics

- Graduate level academic degree in social services, media, philanthropy, non-profit management, or related field or equivalent level of experience preferred. Minimum requirement is an undergraduate degree with at least 10 years of relevant experience in areas which could include non-profit management, human services, organizational development, media, community development, collective impact, or philanthropy.
- Willingness to travel up to 30% time.

TO APPLY

For more about **Margaret A. Cargill Philanthropies**, please visit: www.macphilanthropies.org

This search is being led by [Cara Pearsall](#) and [Britni Russell Bianchi](#) of [NPAG](#). Due to the pace of this search, candidates are encouraged to apply as soon as possible. Candidates may submit their cover letter, outlining their interest and qualifications, along with their resume via NPAG's [website](#).

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