



Presented by



Strategic Planning Officer

Margaret A. Cargill Philanthropies

Hybrid in Eden Prairie, Minnesota

Compensation

\$113,000 - \$126,000

Application Deadline: May 6, 2026



About Margaret A. Cargill Philanthropies

Based in Minnesota, Margaret A. Cargill Philanthropies (MACP) is the umbrella over the two grantmaking foundations founded by the late Margaret Cargill: Margaret A. Cargill Foundation and Anne Ray Foundation. We steward Margaret Cargill's charitable vision – supporting work around the world that expands opportunities and creates lasting impact, especially for areas that have been overlooked. Our global funding spans seven domains connected through common grantmaking approaches:



Animal Welfare

We focus on the wellbeing of domestic animals and injured wild animals, and ways to increase empathy toward animals among children and adults.

Disaster Relief & Recovery

We support work in natural disaster preparedness, relief, and recovery with emphasis on communities prone to low-attention disasters.

Legacy & Opportunity

We provide funding for opportunities aligned with our values and philosophy and support for specific geographies of importance to Margaret Cargill, including the Upper Midwest and Southern California.

Arts & Cultures

We help support folk arts, Native American art, music, tactile art, and artistically significant crafts that foster human creativity.

Environment

We support the conservation of natural resources and protection of natural habitats.

Quality of Life

We support life's journey at vulnerable stages for children, young adults, families, and older adults.

Teachers & Students

We support the teaching profession and student success.



Our Mission is to provide meaningful assistance and support to society, the arts, and the environment

MACP's two grantmaking 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.

Anne Ray Foundation is a supporting organization, which may make grants only to organizations specifically named by Ms. Cargill.

For more information about MACP, visit our website: www.macphilanthropies.org.

Our Philosophy of Grantmaking

Our grantmaking reflects our values and Margaret Cargill's guiding principles and is always directed toward our mission and core purposes. We expect our grantmaking to have these characteristics:

- We lead with our values, internally and externally.
- We support capable organizations that have demonstrated their ability to work successfully in our interest areas and in a manner consistent with our values. We look to our grantees as partners and co-learners.
- We provide meaningful support to strategic grantees.
- We support work in and with communities toward sustainable solutions.
- We pay special attention to underserved or low-attention areas, populations, or issues.



- We value and affirm the integration of all functions of the Philanthropies in our grantmaking.
- We make measurable impact on focused goals.
- We evaluate our work, reshape our approaches as we learn, share, and apply our learning to future grantmaking.

About Our Workplace

Our community of more than 125 employees brings expertise from a variety of professional and personal experiences. We are inspired by a common mission, shared values, and the difference we can make by working together.

In January 2023, we adopted our Employee Value Proposition (EVP) that shares our commitments to our team member's careers, supports our mission, and helps build a culture where everyone feels respected, valued, and has a sense of belonging.

We make sure opportunities for career advancement and access to development resources are distributed fairly and transparently. We make a robust investment in each team member's professional development to ensure they can contribute meaningfully to MACP's mission, grow in their roles, and achieve their career goals both within and outside of MACP. We also value staff retention, and the stability and consistency of a dedicated team. You can read our full EVP [here](#).

We are also proud to offer a welcoming workplace that supports our employees' health and overall wellbeing. We supplement that environment with activities throughout the year that promote collaboration, learning, and fun. MACP staff have a 36-hour workweek (for fulltime employees), with half-day Fridays and the option of working remotely up to two days per week.

MACP's home in Eden Prairie, Minnesota reflects our organizational commitment to sustainability, legacy, and collaboration. Our LEED Platinum certified building features sustainable materials, outdoor meeting areas, a fitness room, and unique art and keepsakes from Ms. Cargill's personal collection and others that reflect our grantmaking and the communities where we work. Our space is a living reminder of our values.

Eden Prairie is part of the Twin Cities metro area that includes Minneapolis and St. Paul, which together make up one of the largest metropolitan areas in the country with over 3 million residents. A unique blend of small town and major cosmopolitan hub, both urban cores boast a thriving business atmosphere.

Our Cultural Values

Making A Difference

We commit to these values collectively as stewards of our donor's legacy and in support of making a meaningful and lasting impact.

Respect

We build relationships rooted in trust and care, creating spaces of open dialogue where individuals feel heard and valued.

Learning

We embrace curiosity, share insights, and learn from our experiences and mistakes, growing as individuals, as a team, and as an organization.

Integrity

We show up with honesty and authenticity in service to our mission, in support of organizational goals, and in how we engage with partners and communities.

Excellence

We focus our best efforts on achieving meaningful goals, believing that diverse perspectives and purposeful collaboration lead to better results.

Humility

We elevate the work of grantees, partners, and communities who make our mission possible, knowing that "it's not about us."

Illustration by Ping Zhu © 2025.



The Opportunity

This is a full-time role at MACP's standard workweek of 36 hours.

Job purpose:

The Strategic Planning Officer supports the full cycle of strategic planning, learning, and adaptation at MACP and manages prioritized strategy projects and initiatives. This position is both analytical and relational -- combining rigorous synthesis of information with strong facilitation, communication, and project management skills. The Strategic Planning Officer helps ensure the foundation is making intentional strategic choices informed by donor intent and learning effectively over time.

Primary responsibilities

- Support MACP's strategy review cycle in coordination with the Manager, Strategic Planning, Program teams, and the Evaluation and Organizational Learning team.
- Provide guidance and support for the development of new strategies or refinement of existing strategies led and owned by Program teams.
- Partner with Program teams and Evaluation and Learning Officers to prepare periodic updates that clearly assess progress toward strategic goals, share key insights, and apply learning insights towards strategic goals by identifying needed plan adjustments.
- Identify and share cross-cutting themes and insights from strategy reviews that have relevance across programs and initiatives.
- Design, facilitate, and moderate strategic meetings and workshops. Develop agendas, ensure inclusive participation, and synthesize outcomes to advance organizational priorities.
- Conduct desk research as needed. Synthesize qualitative and quantitative information into clear implications for strategies and decision-making. Assist in horizon scanning and scenario planning by incorporating external perspectives and sector trends into planning conversations.
- Contribute to the development and refinement of strategic planning resources and tools that reflect MACP's donor intent, philosophy of grantmaking, learnings, staff input, and DEIJ vision. Develop and maintain strategy reporting templates for board and program committee meetings.
- Provide thought leadership and implementation support for continuous improvement of MACP's strategic planning practices.
- Assist the Strategic Planning team in the development of board and committee meeting materials, ensuring alignment with meeting purposes and coordination of key messages.
- In partnership with Manager, Strategic Planning, track key questions, interests, and concerns of board/committee members, partnering with relevant teams to incorporate these into plans.
- Support the development and management of the board/program committee learning agenda and associated meeting topics.
- Participate in other organizational-wide initiatives as assigned.
- Support MACP's vision and commitment to diversity, equity, inclusion, and justice (DEIJ) by contributing to team and organization wide DEIJ goals and efforts.

This Strategic Planning Officer is an individual contributor position. It serves as an internal consultant to the Program teams as a member of the Strategic Planning team and reports to the Manager, Strategic Planning.

Candidate Profile

The qualifications listed reflect a range of skills and experiences relevant to this role. We recognize that no one candidate will meet every preferred qualification, and we encourage you to apply even if your experience does not align with all preferred criteria. We value a range of experiences and perspectives. Candidates who meet the minimum qualifications will be considered.

Minimum Qualifications:

- Bachelor's degree in business, management or similar field with 4+ years related work experience preferably in strategic planning, or equivalent combination of experience and education.
- Demonstrated experience supporting or leading complex strategic planning or learning processes that involve multiple teams, data sources, or decisionmakers.
- Demonstrated experience designing and facilitating retreats, workshops, or strategic planning sessions for diverse groups, including responsibility for agenda development, discussion moderation, and synthesizing group outcomes into actionable next steps.
- Strong project management experience with proven ability to prioritize, develop realistic action plans, and work on multiple projects simultaneously in a collaborative work environment while maintaining a high level of organization.
- Ability to think strategically and analyze complex issues, including experience breaking down complex organizational or programmatic problems into clear options, insights, or recommendations.
- Verbal and written communication and presentation skills sufficient to share complex ideas with diverse stakeholders and to adjust deliverables to audience needs. Experience preparing materials for senior leaders or boards.
- Demonstrated ability to make sound, evidence-informed decisions in ambiguous or evolving contexts.
- A learning mindset with a passion for continuous improvement, adaptive learning, and growth.
- Ability to interface well with internal and external business associates in a highly professional manner.
- Ability to maintain the highest level of confidentiality and discretion both internally and externally.
- Demonstrate knowledge of and commitment to intercultural understanding and sensitivity and awareness of systemic racism and other forms of structural injustice.

Preferred Qualifications:

- Experience working in management or strategy consulting preferred.
- General understanding of the role of philanthropy in social change. Familiarity with developing Theories of Change, Logic Models, or similar frameworks.
- Experience with virtual facilitation tools and techniques for hybrid or remote sessions.
- Experience with assessing new adjacent opportunities to current strategies (e.g., assessing new geographic focus areas, program areas, landscape assessments, etc.).

Travel expectations - Up to 10 percent travel, both domestically and internationally.

Compensation and Benefits

MACP has identified a salary range of \$113,000-\$126,000 for this role. The actual starting salary will be commensurate with years, breadth, and depth of relevant experience, education, certifications, credentials, special skills, accomplishments, and other factors relevant to the position.

MACP benefits are generous and include:

- Competitive compensation, including some relocation support
- Professional development benefits, including opportunities to participate in relevant membership organizations and external learning activities
- Tuition reimbursement for employees pursuing college or advanced degrees or a certificate.
- Strong medical, dental, and vision benefits for staff and their dependents with competitive monthly premiums and flexible spending accounts
- Reduced work week for all staff, with half-day closures on Fridays, year-round
- Minimum of four weeks of paid time off, in addition to a week-long year-end office closure
- Retirement programs, including 401(k) matching at 5%, with access to employer-paid financial planning resources. In addition, the Organization may provide a discretionary contribution to employees' 401(k) plan that vests over a five-year period.
- Matching gift program for charitable donations
- Additional benefits such as an employee assistance plan, access to the Calm app, and an onsite fitness room



Physical Requirement and Work Environment

- The work environment is an office setting with a designated workspace at the Margaret A. Cargill Philanthropies office in Eden Prairie, Minnesota and optional remote work up to 2 days per week.
- To be eligible for employment at MACP, staff must live in or be willing to relocate to Minnesota or Wisconsin within a reasonable driving distance to our office.
- This position is primarily a sedentary role with an adjustable sit/stand desk.
- This position requires regular use of a computer to complete work responsibilities. It also includes regularly working with other office equipment and communication technology, such as a videoconferencing, telephone, copy machine, and printer.
- The person in this position needs to occasionally move about inside the office to access file cabinets, office equipment, attend meetings or events, etc.
- This role also frequently performs multiple tasks simultaneously and works closely with others as part of a team. Occasionally, the person in this role may be required to adjust to time pressures and frequent changes. Infrequently, this role may require an irregular schedule or overtime.



Margaret A. Cargill Philanthropic Services, LLC is committed to the full inclusion of all qualified individuals interested in this role. As part of this commitment, we will ensure that persons with disabilities are provided reasonable accommodations. If reasonable accommodation is needed to participate in the job application or interview process, to perform essential job functions, and/or to receive other benefits and privileges of employment, please inform your search contact or reach out to our Talent Acquisition Manager, Cameron Reeves, at creeves@macphil.org or (952) 905-2969.

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.



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Commitment to Diversity, Equity, Inclusion, Equal Opportunity, and Accessibility

We know that engaging, building trust, and making a difference relies on the collective wisdom and strength of many perspectives. Diverse perspectives are essential for advancing our mission and we welcome individuals from all backgrounds who bring various lived experiences and professional expertise, and who share a commitment to our donors' vision of providing meaningful assistance and support to society, the arts, and the environment.

We are proud to welcome a diverse mix of candidates and to be an equal opportunity employer. All employment decisions are made without regard to race, color, creed, religion, gender identity, sex, pregnancy, sexual orientation, age, national origin, marital status, familial status, citizenship, disability, veteran status, public assistance, or any other legally protected characteristic. We are committed to the full inclusion of all qualified individuals, and we welcome the opportunity to discuss and offer reasonable accommodations.



About Terra Carbert

This search is being led by Terra Carbert of Frederick Fox. Terra brings extensive experience supporting organizations through strategic hiring processes and is known for creating a candidate experience that is clear, respectful, and personalized. She works closely with both clients and candidates to ensure each search is conducted with care, professionalism, and strong communication throughout.

How to Apply Online

Margaret A. Cargill Philanthropies has retained **Frederick Fox** to lead this search.

We are honored to support the organization in identifying its next Strategic Planning Officer. Our goal is to create a thoughtful, transparent, and respectful experience for every candidate.

The process will include an initial review of applications, exploratory conversations with selected qualified candidates, more in-depth interviews, and ongoing communication throughout each stage.

Applications will be reviewed on a rolling basis. Early applications are encouraged. The deadline for applications is May 6th, 2026.

[To apply online click here](#)

How to Apply Via Email

You can submit your resume and optional cover letter via email directly to the search team by emailing Terra@hirewithfox.com with the subject line: MACP Strategic Planning Officer

If you need support for submitting your application

We are committed to creating an accessible experience for all candidates. If you need a reasonable accommodation at any stage of the application or interview process, please let us know by contacting terra@hirewithfox.com via email or Terra Carbert by telephone at 612-296-7794. We are happy to work with you to ensure you have what you need to fully participate.