



POSITION PROFILE

On behalf of our client, ECMC Foundation,
CohenTaylor Executive Search Services
is conducting a retained executive search for its

**Vice President
of Impact**

ECMC Foundation is a nationally focused postsecondary funder with offices in Los Angeles, Minneapolis, and Washington, D.C. ECMC Foundation uses a variety of funding structures, including strategic grantmaking and program-related investments, to support both nonprofit and for-profit ventures, which aim to close equity gaps in college completion for students enrolled in U.S. postsecondary education. In pursuit of system change in postsecondary education, ECMC Foundation’s grantmaking and investing are concentrated on three [strategic priorities](#): removing barriers to postsecondary completion; building the capacity of organizations, institutions and systems; and transforming the postsecondary ecosystem.

ECMC Foundation is part of ECMC Group, a nonprofit 501(c)(3) corporation. Through a unique combination of philanthropic work, financial services, and education solutions, ECMC Group and its affiliates deliver outcomes that make a difference for individuals, organizations, and communities. ECMC Group and its family of companies provide financial tools and services, and funding for innovative programs to help students succeed and achieve their academic and professional goals.

NORTH STAR GOAL

ECMC Foundation is dedicated to systemic change to improve outcomes for underserved populations in postsecondary education. In 2024, ECMC Foundation defined a new commitment to advance its work:

By 2040 equity gaps in postsecondary completion are eliminated, so that underserved learners have greater opportunity for social and economic mobility.

ECMC Foundation’s focus represents an unyielding commitment to equity and student-centered strategies to eliminate gaps in postsecondary completion.



MISSION

To improve higher education for career success among underserved populations through evidence-based innovation.

VISION

All learners unlock their fullest potential.

VALUES

Long-Term Investments

Aim to make long-term investments – either alone or by leveraging the work of other nonprofit, public, private and philanthropic partners – that improve academic achievement among underserved students as they prepare themselves for postsecondary education and fulfilling careers.

Entrepreneurial

Take risks with grantmaking dollars, understanding that failure is a natural part of generating discoveries. Support innovation and a willingness to experiment with a bias toward ideas that can be scaled to benefit large numbers of students.

Research and Reforms

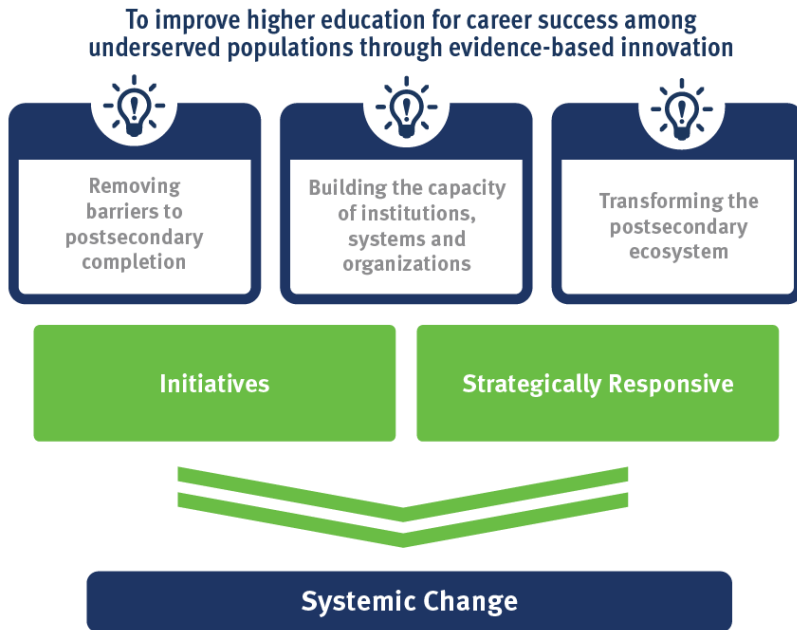
Support important research and reforms that help people prepare for postsecondary success and careers.

Measurement and Evaluation

Require measurement and evaluation in all that they do and recognize their obligation to share the results of their work to help educate and improve the field, free of charge and available to all.

STRATEGIC FRAMEWORK

ECMC Foundation’s Strategic Framework is structured to improve equitable student postsecondary outcomes using a spectrum of funding tools, including strategic grantmaking and program-related investments.



At a Glance

- Nonprofit 501(c)(3) corporation established in 2000
- \$335M in grants & investments since inception
- \$65M in grants and investments in 2024
- National presence with grants in nearly every state
- 72% of students served since 2018 are people of color
- Positioned to become one of the nation’s largest postsecondary foundations

For more information about ECMC Foundation’s work, impact, and values, visit ecmcfoundation.org.

INITIATIVES

ECMC Foundation’s initiatives represent its commitment to working toward systemic change in postsecondary education. A number of existing and emerging bodies of work are being deepened and expanded as initiatives, and new opportunities will be identified as ECMC Foundation evolves in its learning.

Established initiatives include:

- [Basic Needs Initiative](#)
- [CTE Leadership Collaborative Initiative](#)
- [Men of Color Initiative](#)
- [Rural Impact Initiative](#)
- [Single Mother Student Success Initiative](#)

STRATEGICALLY RESPONSIVE GRANTMAKING

In addition to its Initiatives, ECMC Foundation deploys “[strategically responsive](#)” grants. These grants address emerging issues in higher education, often tackling cross-cutting challenges that may affect multiple student constituencies enrolled in one or more sectors of higher education. By supporting a diverse range of strategies – in ways that are especially timely – ECMC Foundation’s grantees and partners are better prepared to improve persistence and degree completion for students pursuing postsecondary credentials of value.

APPROACH AND IMPACT

Strategic Grantmaking

ECMC Foundation awards more than \$65M in project-based grants each year that support organizational capacity building, new program or model development, existing program refinement or expansion, capital, research and evaluation.

ECMC Foundation uses an open letter of inquiry process to encourage a variety of nonprofit entities and organizations to seek funding for projects aligned to the mission of the organization. In addition, ECMC Foundation reserves funding for projects that may not fit within one of their established initiatives but are connected to one or more of their strategic priorities.

Education Innovation Ventures

ECMC Foundation's program-related investment portfolio makes investments into nonprofit and for-profit ventures that seek to generate social impact. Complementing ECMC Foundation's strategic grantmaking, the Education Innovation Ventures (EIV) program provides catalytic risk capital to early-stage ventures working to increase postsecondary educational outcomes and economic mobility among learners and jobseekers from systemically disadvantaged backgrounds. Through program-related investments, EIV's capital generates impact alongside financial returns, which are recycled to fund further impact initiatives and drive changes in economic mobility for learners and jobseekers.

Impact Measurement & Learning

ECMC Foundation's Impact Measurement team will lead the implementation of the Impact Measurement Framework aligned with ECMC Foundation's North Star goal of eliminating equity gaps in postsecondary completion by 2040. Efforts here will guide evidence-based decision-making and optimize resource allocation through strategic insights grounded in research. This role entails developing and evolving frameworks and metrics for monitoring progress and refining strategies to measure progress toward the North Star goal. This body of work will strengthen ECMC Foundation's role in shaping equitable educational policies and practices across institutions, higher education systems, and states through thought partnership and knowledge sharing.

Policy Development & Convening

ECMC Foundation intends to serve as a thought partner with organizations which inform policymakers and policy development at the local, state, and federal levels in support of program efforts to achieve the North Star goal. Working closely with the Program Team, the Policy team will develop a comprehensive education policy framework to inform ECMC Foundation's role in supporting state and federal policy engagement, in addition to providing subject matter expertise to internal ECMC Foundation teams during key phases of the grants and Program Related Investments (PRI) processes. In addition to policy-related work, this team will deliver a multi-year learning strategy, curating learnings from grantees and other higher education experts to disseminate learnings to the field.

The Role

The VP of Impact serves as a member of ECMC Foundation's executive leadership team, responsible for overseeing the strategic direction, management, and execution of ECMC Foundation's **policy, communications, research, evaluation, measurement and impact functions in support of program efforts to achieve the North Star goal.**

In partnership with ECMC Foundation's executive leadership team, the VP of Impact leads the evolution of ECMC Foundation's advocacy and impact measurement strategy, overseeing efforts to drive meaningful progress in national and state-level public policy and leverage internal and external communications, research, and ongoing learning and evaluation efforts to measure impact. This role will actively support the president's engagement with ECMC Foundation's Board of Directors, ensuring strong alignment across leadership and the broader organization.

The individual in this role is a visionary leader with a strong commitment to ECMC Foundation's mission, exceptional strategic thinking, team leadership, demonstrated people-development and relationship-building skills.

REPORTING RELATIONSHIPS

The VP of Impact will report to the President, ECMC Foundation, working collaboratively with the VP of Grants. They will be responsible for growing the functions of Measurement and Evaluation, Public Policy, Communications and Research.



The current team includes the following four direct reports and a total team of nine, with plans to further build out the team in the coming years.

- Sr. Director of Policy
- Direct of Communications
- Research Associate Director
- Associate Director Learning and Evaluation

This role will be a member of ECMC Foundation's executive leadership team to provide a united, visible, and strong presence across the organization.

Key Roles and Accountabilities

Strategic Impact Measurement and Research Leadership

- Serve as a strategic advisor and thought partner to ECMC Foundation's President; identify emerging trends and recommend new approaches to furthering efforts supporting the organization's North Star, mission, and impact measurement framework.
- Establish clear goals and drive the achievement of measurable outcomes and impact through effective internal and external practices and policies.
- Provide leadership to the development, implementation and continuous evolution of research and evaluation approaches.

Communication & Policy Leadership

- Provide leadership to a strategic team to achieve impact at scale through advancing public policy.
- Oversee the development, implementation, and iteration of ECMC Foundation's Federal and State policy strategy in alignment with broader strategic priorities.
- Leverage existing relationships and cultivate new partnerships with education policy influencers and partners to inform on-going development of ECMC Foundation's policy and advocacy priorities.
- Oversee the design of ECMC Foundation's external and internal communications strategy, content development plan, and internal learning plan.
- Oversee the development of a multi-year learning strategy across ECMC Foundation and with its partners, curating learnings from grantees and other higher education experts to disseminate learnings to the field.

External Leadership in the fields of Philanthropy and Higher Education

- Provide leadership to the fields of philanthropy and higher education by serving as a thought partner, representing ECMC Foundation at external events, conferences, and meetings.
- Serve as an emissary for promoting ECMC Foundation's North Star and mission.
- Identify emerging trends, challenges, and innovations in the postsecondary and philanthropic sectors to inform strategic decision-making and opportunities for advancing postsecondary reforms.

Team Development and Growth

- Lead, mentor, and develop a high-performing team, fostering a culture of collaboration, innovation, curiosity, and continuous improvement.
- Provide guidance and support to team members in the development and execution of policy, communication, and impact measurement strategies and initiatives.
- Promote professional growth and development opportunities for team members and emerging leaders to enhance their skills and expertise.

Skilled Collaborator

- Cultivate and maintain strong relationships with key stakeholders, including the organization's executive leadership team, Board of Directors, grantees, and community leaders.
- Enhance ECMC Foundation's existing collaborative efforts with the parent company, ECMC Group.
- Collaborate with ECMC Foundation's executive team to set priorities, allocate resources, and ensure the effective execution of grantmaking initiatives.
- Engage with diverse communities to ensure ECMC Foundation's grantmaking efforts are inclusive and equitable.
- In collaboration with ECMC Foundation's executive leadership team, implement processes for effective evaluation and reporting of functional responsibilities, using data and feedback to inform continuous improvement.
- Report on ECMC Foundation's policy, communication, and impact measurement activities and outcomes to the executive team, Board of Directors, and other stakeholders.

The Ideal Candidate

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

- A leader with deep expertise in **Measurement, Evaluation and Research**, ideally within the context of higher education.
- A **proven people leader** who has **built and managed high-performing teams**, with a track record of delivering measurable results through a nurturing and empathetic leadership style.
- A leader with **insights and knowledge into the post-secondary education ecosystem**.
- A **visionary, strategic leader** with a demonstrated ability to steer the organization through transformative change.
- An **exceptional communicator**, adept in representing the organization's NorthStar externally and serving as a key ambassador for ECMC Foundation.
- A leader equipped to guide ECMC Foundation's **policy and strategic communications**, with a focus on driving impactful outcomes.
- A **relational and collaborative leader** who excels in collaborating with multiple stakeholders in a complex landscape.

REQUIRED QUALIFICATIONS

- Commitment to ECMC Foundation's mission and values, with a passion for making a positive impact in the community.
- Bachelor's degree.
- 15+ years of experience in philanthropy and/or higher education.

- 8+ years of experience in a leadership role with formal direct reporting relationships.
- Strong analytical and problem-solving skills, with the ability to make data-driven decisions.
- Commitment to ECMC Foundation's hybrid work model.

PREFERRED QUALIFICATIONS

- Advanced degree.
- Experience working in philanthropy and/or experience working with philanthropic organizations.
- Experience integrating varied aspects/functions within an organization, leading to greater cohesion and alignment.
- Lived experiences or insights as a first-generation college student.

Position Location & Travel

- ECMC Foundation is a national foundation with offices in Los Angeles, Minneapolis and Washington, DC.
This position can be based in either Minneapolis or Washington D.C.
- This role requires an ability to travel domestically (at least 25% of the time)

Compensation

The targeted compensation range for this role is \$290,000 - \$350,000 commensurate with geographical cost of living, experience, and qualifications.

ECMC Foundation is an equal opportunity employer. All qualified applicants will be considered for employment without unlawful discrimination based on race, color, creed, national origin, sex, age, disability, marital status, sexual orientation, military status, prior record of arrest or conviction, or current employment status.

ECMC Group is committed to ensuring our diverse, inclusive and equitable culture is built on a strong sense of belonging, where everyone feels seen, heard and encouraged to show up as their authentic self.

ECMC Foundation has exclusively retained CohenTaylor Executive Search Services to help conduct this search.

For more information or to send your credentials, please email:
ECMCFoundation@cohentaylor.com.

All inquiries will remain confidential.