

# Position Specification

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## Our Client

Founded in 1996, the Templeton World Charity Foundation pursues the philanthropic vision of its founder, Sir John Templeton: harnessing the power of the sciences to explore the deepest questions of the universe and humankind's place and purpose within it. In its quest for new discoveries at the intersection of science, theology, philosophy, and society, the Foundation fosters ambitious thinking, bold experimentation, and creative communications.

TWCF is committed to a five-year strategy focused on innovations that enable human flourishing. Flourishing is a holistic concept that includes physical, mental, social, and spiritual well-being. Over the next five years, the Foundation will support a range of projects across three distinct stages:

**Discovery:** This stage involves rigorous and imaginative interdisciplinary research to answer key questions related to human flourishing. When supporting scientific research on human flourishing, the Foundation believes it is important to make sure that it is based on a sound conceptual framework and that key information about the experiments is accessible to anyone who may benefit from it. The Foundation is a leader in the field of Open Science, which aims to increase the replicability, transparency, and accessibility of research.

**Development:** This stage entails translation of research findings into practical tools. Many types of activities fit within the Development stage, including the following:

- Research and practice review, innovation design.
- Iterative prototyping and pilot testing.
- Efficacy trials or other forms of proof-of-concept testing.
- Replication, effectiveness, or scale-up testing in real-world settings.

**Launch:** This stage focuses on creating resources and platforms to spread awareness of innovations. The academic setting, where many innovations are discovered and tested, does not always provide the best channel for distribution. The Foundation facilitates partnerships with leading organizations across many sectors. Templeton World Charity Foundation has an annual grant payout of approximately 40M USD. The team consists of 12 employees today and 6 external advisors.

In recent years, the foundation has established itself as a leading philanthropy that bridges the gap between fundamental scientific research, practical tools, and public action:

- Accelerating Research on Consciousness, a pioneering initiative seeking head-to-head tests theories of consciousness.
- The Diverse Intelligences Summer Institute, a prestigious summer program for the next generation of interdisciplinary scholars on intelligence.
- Big Questions in Classrooms funded research shaping national policy on religious and scientific educational standards in the UK.
- Discover Forgiveness Campaign a global movement seeking to raise awareness of the mental and physical health benefits of forgiveness, based on decades of research.

For more information about Templeton World Charity Foundation and its other active initiatives, visit their website at [www.templetonworldcharity.org](http://www.templetonworldcharity.org).

## **The Role**

As President of the Templeton World Charity Foundation, the President is responsible for all aspects of the Foundation's philanthropic activities as well as effective stewardship of its financial resources. The successful candidate will be required to reside in Nassau, The Bahamas, and will play a critical role in building and leading TWCF's strategic philanthropy. This also includes an innovative perspective in maintaining and strengthening Sir John Templeton's donor intent. This President will report to the Board of Trustees and will have responsibility, in accordance with its governing documents, for the day-to-day operations of the foundation.

### **Specific Responsibilities:**

As the leader of a dynamic and global organization, the President plays a crucial role in effective governance of the Foundation including across: (1) organizational leadership and development, (2) philanthropic grant-making, (3) financial stewardship, (4) engagement with the board and the family members as well as other stakeholders of the organization and (5) public communications and awareness of the foundation.

#### Organizational Leadership and Development:

- Lead a world-class interdisciplinary and distributed team of programmatic staff, business professionals, and technical experts.
- Continue to develop skills and capacities of team members.
- Work with service providers across various technical and business functions to ensure efficient delivery of services to the foundation.
- Serve as a mentor to business and programmatic staff to support the development of the next generation of foundation leaders in the Bahamas.

#### Grantmaking:

- Continue to execute the foundation's five-year strategy with a thoughtful approach to donor intent, while also applying innovative and creative approaches to respond to new opportunities. This includes supervision of the leadership of three main programmatic divisions of: (1) Discovery, (2) Development, and (3) Launch.
- Act as the Chief Grants Officer in maintaining a high standard of grants, including application of robust development, review, and approval processes. For most large grant proposals, this means working with the foundation's Grants & Programs Committee for approval.
- Oversee administration and review of approved grants and programs.
- Enable organization-wide learning about the impact of foundation activity at an individual grant and portfolio level.
- Establishing productive connections among researchers, policy makers and practitioners in areas relevant to the foundation's strategy.

#### Financial Stewardship:

- Although the President is not directly responsible for the investment decisions of foundation's endowment, the candidate will be expected to have oversight of all aspects of including financial, tax and charter compliance and administrative functions.
- A number of these functions may be outsourced and for such functions the President will be responsible for managing the external services contracts and reporting on the same to the Board of Trustees and the TWCF Executive Committee. As such, the candidate will need a level of financial literacy to be expected of a senior executive.
- Oversight of the annual institutional planning process, ensuring that program plans for each TWCF purpose area are clear, accurate, of the highest quality, and in accordance with Sir John Templeton's donor intent.

#### Engagement with the board and the family members as well as other stakeholders of the organization:

- Through forward planning and clear communications, the President should ensure smooth alignment and coordination with the board on the strategy and operations of the Foundation. This means working with the Chair of the Board to facilitate meaningful dialogue and decisions for the Board of Trustees.
- Create an active engagement and open dialogue with the family members, the trustees, and other external stakeholders.
- Effective coordination with other foundations created by Sir John Templeton, including the Templeton Religion Trust and the John Templeton Foundation.
- Working with the board and family members to continue to evolve a thoughtful understanding of donor intent.

#### Communications:

- Representation within multiple distinct communities including: philanthropy, non-profit, academy, policy - locally in the Bahamas and globally.
- Thought leadership in areas related to the foundation's mission through written and video communications.

#### **Candidate Profile**

This job is open to a wide variety of backgrounds. The President should ideally embody the following professional qualifications and personal attributes:

#### **Professional Qualifications**

- A Master's Degree, or higher, in a discipline related to the work of The Foundation.
- A PhD and familiarity with research will be helpful but is not a prerequisite.

#### **Competencies**

##### **Setting strategy**

- A demonstrated sympathy, understanding of and curiosity towards Sir John's Donor Intent. This includes an understanding of the purposes and management of TWCF.
- The successful candidate will have concrete and specific experiences in as many topics relevant to TWCF as possible.
- Solid understanding of strategic planning, research and evaluation issues and methods, and an ability to apply this knowledge in a foundation.
- An ability to think strategically about philanthropic investment across a range of fields and disciplines.
- Ability to utilize data analytical tools for evaluation and knowledge dissemination.
- An ability to bring a global perspective and to place TWCF on the map across continents.

##### **Leading teams**

- Demonstrated management experience, budgeting and planning skills, and internal team building skills.
- Ability to inspire trust, to organize teams, and to sustain a positive, productive working environment.

##### **Executing for results**

- Demonstrated skills managing a charitable grant making entity; familiarity with the management of organizations with international compliance responsibilities will be helpful but not a prerequisite.
- Ability to manage multiple lines of work simultaneously, and to be timely in meeting deadlines.
- An attitude of active stewardship of the financial resources.
- Skills and experience in designing and adapting systems for management of resources, time, and other assets important in achieving foundation objectives.

**Influencing and relationships building**

- Demonstrated ability to manage relationships with the Board, Board Committees, other charitable institutions, grantees and professional colleagues diplomatically and effectively.
- Ability to generate and deliver clear and persuasive verbal and written communications.
- Demonstrated success in collaborative work with both external and internal colleagues.
- An outstanding relationship builder, with a capacity to establish broad and diverse connections to a global community.

**Personal Attributes**

- Passionate commitment to the vision and mission of Sir John Templeton and strong interest in the topics that are funded by TWCF. This includes an interest and comfort in engaging in spiritual discussions across different religions and beliefs as well as an interest in the concept of free markets and entrepreneurialism.
- Humility and willingness to work within defined operating and governance principles, established by the Foundation, that should not be changed.
- Curious mindset, willingness to keep learning, inquisitive, ability to ask the right questions with strong critical thinking skills.
- A humble spirit and a desire to benefit others through service, a real team player with an inclusive approach to the team.

**How to apply**

The job specification will be posted on <https://www.russellreynolds.com/en/executive-opportunities>. To apply, please send your CV, and supporting statement to [responses@russellreynolds.com](mailto:responses@russellreynolds.com) by September 30th. Your supporting statement should succinctly highlight your motivation, experience, and skills against the requirements of the role. Please include the role title in the subject of your email. If you have a question about the position, or your application, please contact the Russell Reynolds Team at [responses@russellreynolds.com](mailto:responses@russellreynolds.com).