



***Search for Vice President of Programs
Boston, Massachusetts***

SEARCH SUMMARY

The Fidelity Foundations seek a values-driven, strategic, and collaborative leader to serve as Vice President of Programs. This is a rare opportunity to join a high-impact philanthropic organization in a leadership role at a pivotal moment of growth and transformation. The Vice President will lead a team of seasoned program directors, steward the Foundations' programmatic vision, and serve as a trusted advisor to the President and executive team.

This role is ideal for a servant-leader who is passionate about developing talent, shaping strategy, and deepening impact – bringing ambition and drive to the work, while deeply motivated by service and outcomes, rather than self-promotion. The successful candidate will be energized by the opportunity to elevate others, build institutional capacity, and help chart the next chapter of the Foundations' work in communities across Boston, New England, and the U.S.

The Fidelity Foundations have retained the search firm Isaacson, Miller to assist with this critical recruitment. Instructions for applying, nominating, and inquiring about the position can be found towards the end of this document.

ABOUT THE FIDELITY FOUNDATIONS

For over sixty years, the Fidelity Foundations have quietly become one of the most impactful grant makers in the region. With a focus on supporting nonprofit leaders and organizations via capacity building, the Foundations work across four strategic areas:

- ***Economic Opportunity***: Improve the ability of individuals to achieve upward mobility and live with agency and dignity, regardless of the circumstances into which they are born.
- ***Arts and Culture***: Support a vibrant cultural ecosystem by helping organizations learn, grow, innovate, and strengthen operational and financial capabilities.
- ***Conservation***: Restore and conserve the natural world to ensure that both people and wildlife can thrive.

- **Medical Science:** Improve prevention, diagnosis, and treatment of Alzheimer's Disease by accelerating research and leveraging institutional assets to promote regional advantage.

The Foundations' primary geographic focus is Boston and Greater New England, with a regional program that extends their strategies to more than ten regions nationwide.

POSITION OVERVIEW

Reporting directly to, and working closely with the President, the Vice President of Programs will oversee all programmatic areas and serve as a key member of the executive team. This individual will inherit a team of deeply knowledgeable professionals who have built strong relationships with trustees and developed thoughtful strategies aligned with the Foundations' mission.

The Vice President will be responsible for:

- **Team Leadership & Development:** Ensuring program staff are trained, assessed, and supported to perform as outstanding grantmakers. This includes mentoring first-time grantmakers and fostering a culture of excellence, learning, and accountability.
- **Strategic Stewardship:** Guiding the implementation of the Foundations' three-year roadmap and helping program directors refine portfolios for greater impact and clarity.
- **Executive Collaboration:** Contributing to the broader leadership team's efforts to plan for the future, define functions and roles, and coordinate across teams.
- **Presidential Partnership:** Supporting the President in preparing for trustee engagement, shaping strategic decisions, and envisioning the next phase of organizational growth.

LEADERSHIP OPPORTUNITIES AND CHALLENGES

The success of the next Vice President of Programs will be determined by how well they meet the following leadership opportunities and challenges:

- **Elevate a High-Performing Team:** Build on the strengths of a seasoned program staff while mentoring newer grantmakers to ensure consistency, rigor, and innovation in grantmaking.
- **Shape Strategy with Humility:** Bring fresh ideas and critical thinking to programmatic strategy while respecting existing expertise and relationships.
- **Strengthen Executive Cohesion:** Help the leadership team align around shared goals and prepare the organization for its next chapter.
- **Lead with Purpose, Not Ego:** Serve as a strategic advisor to the President, focusing on elevating others and advancing the mission.

QUALIFICATIONS

- Proven leadership experience in philanthropic or grantmaking organizations;
- Strong managerial skills with a demonstrated ability to set clear expectations and hold team members accountable;
- Strong emotional intelligence that can effectively work with a variety of stakeholders within an organization and build consensus;
- Ability to learn new and unfamiliar areas and provide thoughtful and critical feedback to team members;
- Experience guiding process implementation, project management, and deftly navigating change;
- Exceptional written and oral communication skills;
- Ability to think strategically while possessing the skillset to bring big ideas into reality;
- Strong understanding of philanthropic best practices and emerging trends in the field;
- Demonstrated experience with learning and evaluation frameworks and their integration into program strategy;
- Commitment to continuous learning and improvement;
- High ethical standards and commitment to philanthropic excellence;
- Humility and service orientation in their leadership approach; and
- Genuine passion for the Foundations' mission and values.

LOCATION & COMPENSATION

This position is based in Boston, MA. Fidelity Foundations team members are expected to be in the office at least three days a week. The anticipated base salary range for this position is \$308,000 to \$462,000.

INSTRUCTIONS FOR APPLYING, NOMINATING & INQUIRING

Screening of complete applications will begin immediately and continue until the completion of the search process. Applications must include a statement of interest and resume. Completed applications can be sent to: <https://www.imsearch.com/open-searches/fidelity-foundations/vice-president-programs>. Nominations and inquiries about the position can be sent through the same website. All correspondences regarding the search can be made to the Isaacson, Miller representatives noted below.

Andy Lee, Managing Partner
Kahn Lee, Managing Associate
Madeline Fitzpatrick, Managing Search Coordinator

The Fidelity Foundations are an Equal Opportunity Employer that welcomes and encourages a diverse pool of candidates in this search.

This document has been prepared based on the information provided by the Fidelity Foundations. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by the Fidelity Foundations would supersede any conflicting information in this document.