Vice President, People & Culture
Tides Network

THE SEARCH

Tides Network, a nonprofit and philanthropic organization dedicated to advancing social justice, seeks a strategic, experienced, and mission-driven leader to serve as its Vice President, People & Culture. The Vice President will be responsible for the culture, systems, and talent that make Tides' work for its partners and communities possible.

This is a pivotal moment for the organization as Tides responds to external pressures and seeks greater impact through innovation with minimal workforce growth. Meeting these demands will require more of Tides' people practices: thoughtful organizational design, clear goals and performance expectations, modern, well-integrated systems, and a culture that helps staff adapt to change with confidence. The Vice President will shape how Tides' staff works, collaborates, and adapts, sustaining the best of Tides' mission-driven, remote-first culture while strengthening accountability, goal setting, performance management, and organizational effectiveness.

Reporting to the Chief Legal and People Officer, the Vice President will be a trusted advisor to Tides' senior leaders on workforce planning, organizational effectiveness, culture, change management, and JEDI principles and practices. Tides seeks a leader who pairs trust, care, and inclusion with candor and accountability; who can move fluidly between long-term strategy and day-to-day execution; and who will ensure that Tides' people practices reflect its values and power its mission. The role carries a broad scope and real complexity. The Vice President will lead the people agenda across Tides Network and Tides Center, including an HR team providing support for Tides' fiscally sponsored projects. They will also serve, in collaboration with the President & CEO and the Executive Team, as an architect and custodian of Tides' culture, translating the organization's values into everyday behaviors and keeping a remote-first workforce connected to the mission and to one another.

ABOUT TIDES

Tides is a family of nonprofit and philanthropic organizations that provide integrated services to partners advancing social change through philanthropic advising, fiscal sponsorship, grantmaking, impact investing, and capacity-building support. Guided by a commitment to justice, equity, and community power, Tides works in deep partnership with movement leaders, nonprofits, foundations, corporations, and donors to shift resources and decision-making authority to communities historically excluded from both.

A leading social justice intermediary organization, Tides is best known for operating Tides Foundation and Tides Center. Tides Foundation is a public charity that raises, manages, and supports donor-advised funds, corporate giving, and foundation funding, awarding grants to social justice-oriented nonprofit organizations that operate in the United States and abroad. Tides Center is a fiscal sponsor, capacity builder and employer for new, emerging and established mission-aligned nonprofit organizations and their staff that are advancing, among other issues, democracy, immigration, civil rights and environmental justice. In both instances, Tides Foundation and Tides Center work tirelessly to build power in historically marginalized communities across the U.S. and abroad.

Tides Network is Tides' "parent" organization, employing the 130+ staff who provide core services to the other Tides entities and partners. In all, Tides is home to approximately 800 employees between Tides Network and Tides Center.

As it marks its 50th anniversary and looks ahead to its next chapter, Tides is focused on strengthening its position as the leading intermediary in social justice philanthropy that connects "doers and donors," expanding its reach, and deepening its impact in a rapidly evolving and often challenging external landscape.

For more information, visit: https://www.tides.org/

ROLE OF THE VICE PRESIDENT

Reporting to the Chief Legal and People Officer, the Vice President, People & Culture is responsible for shaping Tides' workplace culture, scaling its organizational infrastructure, and optimizing the end-to-end employee experience across Tides Network, Tides Center, and Tides Foundation, balancing strategy with tactical execution and ensuring that day-to-day people operations are aligned with organization-wide goals.

The Vice President has responsibility for all people functions, including employee and labor relations, organizational development, people operations, talent acquisition, and total rewards. The role also oversees HR business support for Tides Center's fiscally sponsored projects and Tides' workforce development, performance management, and staff safety and security. The Vice President will work closely with fellow senior leaders and department heads to ensure alignment between strategy and day-to-day needs and operations.

The Vice President will lead the People Team, with direct reports that include: the Director, Total Rewards & People Operations; the Director, Organization Development and People; and the Director, Tides Center People.

ESSENTIAL DUTIES AND RESPONSIBILITIES

People Strategy

- Serve as a strategic advisor to executive and senior leadership on workforce planning, organizational effectiveness, culture, engagement, change, and emerging people priorities.
- Develop and lead Tides' People & Culture strategy, aligning people priorities with organizational strategy, financial realities, and future workforce needs.
- Help shape and steward Tides' culture, translating organizational values into leadership practices and day-to-day behaviors.

Culture & Organizational Effectiveness

- Lead organizational design, change, leadership development, succession, performance management, engagement, and other efforts that strengthen organizational effectiveness and employee experience.
- Build a culture of trust, inclusion, accountability, transparency, continuous learning, healthy feedback, and operational excellence, embedding JEDI principles throughout the organization's practices and decisions.
- Drive workforce and talent strategy, including workforce planning, recruiting, onboarding, and retention, in partnership with Finance, Strategy, Legal and other organizational leaders.

People Team Leadership

- Lead and develop a high-performing team, establishing clear priorities, service standards, accountability, and strong partnership across the organization.
- Manage the department budget and oversee performance, talent development, operations, and succession planning.

People Operations

- Provide strategic direction and oversight for compensation, benefits, job architecture, career pathways, HRIS, payroll partnerships, and other people operations, ensuring programs are equitable, competitive, compliant, and financially sustainable.
- Ensure People Team policies, programs, and practices comply with employment, benefits, and labor laws and the Collective Bargaining Agreement, in partnership with Legal, Risk & Compliance and Finance.
- Champion the thoughtful use of technology and AI to modernize people practices, strengthen the employee experience, and improve efficiency and service delivery.

Internal Communications & Enterprise Initiatives

- Execute internal communications operations in coordination with the Vice President, External Affairs & Strategic Communications, ensuring effective and aligned communication across Tides.
- Lead and coordinate cross-functional initiatives that advance workforce, culture, and broader organizational priorities.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will demonstrate, through ideas, words, and actions, a deep and sustained commitment to Tides' mission of shifting and strengthening power for communities facing systemic barriers, and to Tides' JEDI principles.

The successful candidate will bring:

- 10+ years of directly applicable senior business and HR leadership experience and a relevant bachelor's degree, or 12+ years of relevant experience, including at least six years in senior leadership roles in-house partnering with executives and leading senior teams;
- Significant experience leading the people function in a complex, matrixed, multi-entity organization, with broad expertise across organizational effectiveness, talent and leadership development, workforce planning, performance management, total rewards, employee and labor relations, talent acquisition, and HR operations;
- Experience aligning labor strategy with business goals including operational excellence and financial sustainability while building a constructive, collaborative labor relationship in support of a healthy organization.
- A track record of leading organizational change and transformation, translating people strategy into measurable outcomes and using data and KPIs to assess impact.
- Strong enterprise, business, and financial acumen, with the ability to connect workforce and people strategies to organizational, operational, and fiscal priorities.
- Experience advising executive leadership and Boards on complex workforce, organizational, and people matters.
- A demonstrated commitment to culture, engagement, inclusion, and belonging, including experience engaging and connecting a remote-first workforce.
- Exceptional judgment, communication, and influencing skills, with the ability to navigate complexity, challenge constructively, resolve conflict, build alignment, and make difficult decisions with clarity and empathy.
- An authentic, collaborative, and low-ego leadership style, characterized by high emotional intelligence, accountability, approachability, and comfort operating in a dynamic environment.
- Strong operational and technology orientation, with experience strengthening systems, processes, and HR technology and an openness to emerging tools, including AI; and
- Experience in a substantially unionized environment.

Preferred qualifications include:

- Nonprofit or philanthropic experience, particularly experience spanning nonprofit and for-profit environments;
- Advanced degree in Human Resources, Organizational Development, Business Administration, or a related field; and

- SHRM-SCP, SHRM-CP, or another relevant HR certification.

COMPENSATION AND LOCATION

- Tides is committed to providing a competitive compensation package and values pay equity while accounting for factors including location, skills, and relevant experience. Starting salary for this role will fall into one of three ranges, depending on your location:
- National market (most U.S. states): $191,000 - $238,800
- Moderate market (Chicago, Los Angeles, and Seattle metro areas): $208,400 - $260,500
- High market (New York City, San Francisco , D.C. metro areas): $229,100 - $286,400

Please note the above geographic areas are examples and not a complete list. The Tides Talent Acquisition team will confirm each candidate's placement within this structure. Tides offers a generous benefits package including: comprehensive medical, dental and vision insurance, paid time off, life and disability insurances, retirement plan, educational assistance, confidential counseling and life balance resources designed to support the passion, commitment, and energy that is vital to Tides team members.

Although Tides has offices in San Francisco and New York, Tides is a remote-first organization and supports its staff working throughout the United States. The Vice President must have the ability to travel as required (more than twice per year), including but not limited to: Tides' offices in San Francisco, CA and New York, NY; industry convenings; and external partner meetings.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and applications with CVs and cover letters should be sent via the Isaacson, Miller website:

https://www.imsearch.com/open-searches/tides/vice-president-people-culture

Cati Mitchell-Crossley, Managing Partner
Carley Davenport, Partner
Becky Piper, Managing Associate
Julia Hochner, Managing Search Coordinator
Isaacson, Miller

Tides is an equal opportunity employer. We strongly encourage applications from women, people of color, and bilingual individuals, as well as members of the lesbian, gay, bisexual, and transgender communities. Applicants shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, disability, political affiliation, sexual orientation, gender identity, color, marital status, or

medical condition including acquired immune deficiency syndrome (AIDS) and AIDS-related conditions. Pursuant to the San Francisco Fair Chance Ordinance, we encourage and will consider for employment qualified applicants with arrest and conviction records.

Reasonable accommodation will be made so that qualified disabled applicants may participate in the application process. If you seek an accommodation, please advise the search team in writing at the time you apply.

This document has been prepared based on the information provided by Tides. 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 Tides would supersede any conflicting information in this document.