



Executive Director
New York State



DRi
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Fiscal Policy Institute

The Fiscal Policy Institute (FPI) is an independent, non-partisan, non-profit policy-oriented research and education organization committed to improving public policies and private practices to improve the economic and social conditions of all New Yorkers. Founded in 1991, FPI works to create a strong economy in which prosperity is shared broadly.

FPI is a highly regarded organization, notable for its work on tax and budget issues, immigration policy, and social safety net issues. FPI's high-caliber policy work on both state and national matters is more important than ever. FPI has helped New York state legislators craft and pass progressive legislation. In addition, FPI's work on immigration and safety net issues has informed recent policy victories in New York and other states.

The Opportunity

The Fiscal Policy Institute seeks an experienced Executive Director to lead and manage the organization while advancing FPI's public policy goals. This person will be responsible for strategically growing FPI with an eye toward achieving success not only for the organization, but for its partner organizations and the people of New York State. Working with, and reporting to, the Board of Directors, the ED will establish meaningful short- and long-term objectives that link directly to the organization's strategic plan. Specific responsibilities include:

- ❖ Taking initiative in maintaining the development of FPI's policy programs, operations, finances, and legal health, ensuring that research and policy development and recommendations are of excellent quality.
- ❖ Working with key decision makers within New York State to promote and improve FPI's proactive and integrated agenda for progressive fiscal and economic policy.
- ❖ Serving as an inspirational, innovative, and visionary leader for FPI, balancing a collaborative, relational spirit with strong fiscal acumen and discipline to ensure sustainability and continued impact for the organization.
- ❖ Acting as a compelling and persuasive spokesperson for FPI by effectively representing FPI's mission, goals, and services to the Board, staff, legislators, policymakers, media, and both current and prospective partners and supporters.
- ❖ Collaborating with the Board of Directors and staff to reassess the overall strategic direction of the organization and set priorities that thoughtfully deploy the FPI's resources for to reach established goals.
- ❖ Articulating a clear vision and inspiring the FPI's staff.
- ❖ Focusing on thoughtful and intentional organizational development with a commitment to growth and development for team members at all levels.
- ❖ Demonstrating attentiveness, availability, and willingness to invest in staff development and cohesion.
- ❖ Developing and implementing short- and long-term goals and strategies for achieving them, including development of milestones designed to measure progress, and ensuring the strategic plan is continually evaluated and updated.
- ❖ Identifying new sources of revenue for the organization while continuing to build and maintain established relationships.
- ❖ Actively supporting all fundraising efforts of FPI, including direct engagement with stakeholders to increase funding.
- ❖ Expanding existing relationships with legislators, government officials and other stakeholders and building new ones.
- ❖ Ensuring the implementation of measures that advance the commitment to equity and inclusion.



The Candidate

The ideal Executive Director of the Fiscal Policy Institute will be an inspirational leader dedicated to implementing public policies and private practices to improve the economic and social well-being of all New Yorkers. The ED will have experience leading an organization through operations, staff management, fiscal responsibility, and revenue generation. The Executive Director will have experience advancing equity and inclusion in an organizational setting, including developing, implementing, and evaluating equitable and inclusive policies and practices in internal operations. The successful candidate will have a record of building trusting partnerships with executive leaders and Board members; of being a respected, compelling, and dependable representative to constituents and stakeholders; and of being a supportive and knowledgeable guide to staff.

Background

- ❖ At least 10 years of experience in a leadership position, including oversight of an organization's talent, operations, and finance.
- ❖ Current knowledge of the opportunities and challenges associated with New York State's budget process, its regional differences, its progressive ecosystem, and its wealth and power disparities.

Skills and Accomplishments

- ❖ Track record of providing leadership and direction in achieving an organization's strategic mission and annual goals.
- ❖ Demonstrated commitment to racial equity and inclusion and experience applying a racial and ethnic equity lens into previous policy work, communications strategy, engagement efforts, and internal organizational practices.
- ❖ Ability to motivate staff and stakeholders to make progress toward shared values and a shared mission.
- ❖ Demonstrated expertise in fiscal policy and a deep knowledge of the root causes of poverty and racial inequity.
- ❖ Record of hiring and developing high-caliber staff and empowering them to deliver high-quality results.
- ❖ Ability to build and cultivate strong relationships with key stakeholders, including donors, advocates, policymakers, and the media.
- ❖ Successful record of initiating relationships with and cultivating new funding sources.
- ❖ Strong interpersonal and public speaking skills and ability to form and maintain strategic external partnerships; strong communication and listening skills.
- ❖ Evidence of initiative, analysis, problem-solving, creativity, and follow-through.
- ❖ Experience working with a Board of Directors and senior leadership to develop and execute a strategic plan.
- ❖ Passion for FPI's mission as evidenced through similar professional or volunteer experience.

Compensation for this position will be commensurate with experience, with an anticipated range of \$130,000 to \$150,000.

Questions, resumes, and CVs should be sent to search@driconsulting.com

DRi is an executive search and development consulting firm that recruits senior leaders and works with them to build talented teams, create bold strategic plans, and design powerful fundraising programs.

The Fiscal Policy Institute (FPI) is an independent, non-partisan, non-profit research and education organization committed to improving public policies and private practices to better the economic and social conditions of all New Yorkers. FPI is committed to attracting, developing and retaining exceptional people, and to creating a work environment that is dynamic, rewarding and enables each of us to realize our potential. FPI does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, parental status, or military service.



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