



# EXECUTIVE VICE PRESIDENT- ORGANIZATIONAL STRATEGY AND INNOVATION PRACTICE LEAD

**we're seeking  
a passionate  
change agent**



Metropolitan Group  
the power of voice



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## About Metropolitan Group: A Social Change Agency

Metropolitan Group **brings more than 30 years** of helping the world's change agents create social impact. We are a full-service, strategic and creative agency that builds the power of voice and resources of the people, organizations and communities that drive social change. Since 1989, we've worked exclusively on behalf of social purpose, mission-driven organizations—some of the world's leading nonprofits, foundations, public agencies and socially responsible businesses.

We are a certified B Corp and have been recognized by the independent nonprofit B Lab as being one of the top 10 percent of companies worldwide for social impact. Metropolitan Group has offices in Chicago, Portland, Oregon, San Francisco and Washington, D.C., and a sister company, Impacto Social Metropolitan Group (ISMG), in Mexico City, Mexico.

In 2020 alone we:

- **Created Powerful Narratives** on: Health Equity, Arts and Creativity Funding, Food System Health and Equity, ACE's, Fighting Voter Suppression, IDD rights, Anti-Impunity/Gender Equity, Health Equity, Mental Well-Being and numerous others!
- **Designed and Implemented Major Campaigns** to: Fight Big Tobacco, Advance Tobacco Cessation, Fight Impunity, Secure Waivers Ensuring Meals for 30 million Kids, Meet the Mental Health Needs of Young People and many more!
- **Facilitated Co-creation of Strategies** to address/advance: Bio-Diversity Strategies that Break Silos, Access to Substance Abuse Treatment and Prevention Resources, ED&I Focus for Transportation Climate Initiatives, Integration of Refugees and Asylum Seekers and Engagement of Philanthropic Partners in Earth Observation.

- **Supported Peer-Learning and Capacity Building** to advance: Climate Change Health and Equity, Civil Society Strategic Communication for Social Change, Addressing Racism and Advancing Environmental Justice.
- **Conducted Numerous Research, Stakeholder Mapping, Leadership Development, Design and Digital projects** to strengthen social impact organizations, coalitions and movements.

**Recent Clients Include:** Robert Wood Johnson Foundation, USDA Forest Service, NASA, Kresge Foundation, Ford Foundation, Trust For America's Health, American Heart Association, The Nature Conservancy, Rockefeller Foundation, National Council on Behavioral Health and many other social impact organizations.

We offer a range of services within **integrated practice areas:**

- **Strategic Communication:** connect with people's core values to change narratives, build public will and advocate for behavior, practice and policy change, brand social purpose organizations and promote new social norms.
- **Intercultural Engagement:** ensure resonance in communication, enable stakeholders to discover shared values, exchange ideas and craft solutions together to change systems, policies and practices that lead to a just and equitable world.
- **Organizational Strategy and Innovation:** build visionary and actionable plans, support effective values-based organizational cultures, build capacity and skills—including equity, diversity and inclusion—facilitate implementation, and design evaluation and learning.

We are driven by our **values**.

For more information visit [metgroup.com](https://www.metgroup.com).

Metropolitan Group crafts strategic and creative services to amplify the power of voice of change agents in building a just and sustainable world.



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## Position Summary

Metropolitan Group seeks a senior staff member to lead our work in Organizational Strategy and Innovation (OSI). We are looking for someone passionately committed to creating a more just and sustainable world through work at the intersection of environment, public health and social justice.

In our OSI Practice, we work with change agents in moments of cultural and organizational transformation, innovation and opportunity.

We accelerate greater impact by building visionary and actionable plans, supporting effective values-based organizational cultures, building capacity and skills, facilitating implementation, designing evaluation and learning, building equity and dismantling racism.

We provide support to clearly communicate change early and often to gain diverse perspectives up front, build shared ownership, and share the “why” behind changes so people see the benefit to the organization, its mission and their role within it.

Our services—strategy, culture, capacity and skills development, experiential design and facilitation, and Anti-Racism, Diversity, Equity and Inclusion—can be combined and tailored to our clients’ needs. And we apply an intercultural lens to everything we do. We work with our OSI clients in four service areas:

- Advance Desired Culture and Manage Culture Change
- Develop Strategies and Structures
- Build Capacity and Advance Skills Development
- Deliver Experiential Design and Facilitation

See more information about our **OSI Practice**.

We often work on projects that integrate services from our other practice areas (Strategic Communication and Intercultural Engagement) and seek a leader who is experienced and comfortable in leveraging diverse expertise to meet client needs.

The position plays an important role in leading the company’s business development and team capacity building for overall growth of the OSI practice and MG/ISMG. The ideal candidate will be passionate about advancing organizational strategy and innovation to increase impact and advance social justice.

## General Responsibilities Include, But Are Not Limited To:

### Client Services

- Provide expert consulting for strategy and planning, organizational and equity assessments, leadership and board development, change management, systems design and other key initiatives.
- Provide strategic direction to MG teams working on accounts where you are the strategic lead.
- Add innovative knowledge and build the capacity of teams and team members working on specific projects where technical experience is required (e.g., ED&I assessments, revenue and sustainability modeling, environmental conflict resolution).
- Nurture long-term client relationships, manage budgets and timelines, and provide oversight for project teams.

### New Business Development:

- Cultivate new business on an ongoing basis that builds the agency’s new business development pipeline and that contributes to the overall enterprise-wide goals.
- Lead full process from relationship to close of new business to achieve annual new and expanded contract goals.
- Lead a portfolio of current and recent clients and prospects with responsibility for developing and closing continued work together with other members of the account team on an annual basis.
- Meet an individual New Business Development (NBD) goal as defined for your position annually.
- Strengthen the Organizational Strategy and Innovation practice area’s marketing position by contributing to our thought leadership and business development toolbox (e.g., tracking and sharing cutting edge trends and new developments in the field, developing innovative models, writing point-of-view and approach pieces, presenting at conferences, volunteer leadership, crafting compelling client case studies).
- Work with specific team members to leverage your and their relationships in connection to particular client prospects.

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## Leadership & Support:

- Build staff skills in specific areas of OSI work through mentoring, periodic lunch-and-learn trainings, sharing important news and thought pieces, etc.
- Provide high-level consulting and provide clear and credible counsel.
- Participate in strategic planning for the overall well-being of the company.
- Meet an annual billable revenue goal.
- Serve as a member of MG's leadership team, providing ideas and input on strategic and creative challenges, assisting with project implementation, supporting internal projects and fulfilling other duties necessary for the success of the organization.

## Qualifications, Skills & Experience

### Client Services

- At least 15 years of proven leadership and consulting experience in organizational strategy and culture change with social purpose organizations.
- Expert level practitioner, demonstrated by any combination of lived-experience, success and results in the field, and/or credentials—academic background or certifications.
- Experience working with multiple organizations of diverse sizes, structures and sectors. International and Latin American experience preferred but not required.
- Highly experienced working on issues of equity and inclusion; comfort talking about racism; ideally has been on a journey of anti-racism; and demonstrated experience with multicultural and intercultural communication and its application to institutional structures.
- Demonstrated ability in facilitation, fostering co-creation and guiding organizations and/or teams through the typical stages of major initiatives, planning and transformation processes.
- Persuasive written and verbal communication skills with the ability to write and present for diverse audiences ranging from executive leaders to the general public.

- Demonstrated track record of capacity building and helping organizations and/or clients gain skills, systems and other capacities that strengthen their organization and its efficacy.
- Demonstrated knowledge and application of diverse innovative tools for effective OSI work, and knows how to customize these to maximize results for clients.

### New Business Development:

- Strong track record and skill at relationship-based marketing—ability to engage and build relationships, to make introductions, generate leads, cultivate new business prospects, and close and grow work and referrals.
- Ability to prepare and present winning proposals, and lead and close effective marketing meetings.
- Proven ability to identify opportunities and land new business with track record of achieving or exceeding goals of at least \$1M annually.
- Successful track record landing large public sector, foundation and NGO accounts and projects.
- Have a highly visible, strong and diverse network for bringing in new clients and practitioners as contractors.
- Comfortable with large scale and smaller sized clients with limited budgets.

### Leadership:

- Executive presence with strong public speaking and thought leadership skills.
- Management experience with accounts/budgets of \$500,000 and up.
- Skilled at working in diverse teams, mentoring and developing the skills of others.
- Ability and willingness to build the capacity of clients.
- Proven ability to clearly articulate models and ideas and teach others.
- Passion and interest in exploring the intersection of environment and sustainability, public health and social justice issues.

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## Expectations

- Ability to manage others, and hold team members from every level of the agency accountable.
- Experience working with diverse communities is required as is effective work in a multicultural environment.
- Bi-lingual or fluency in other language(s) is preferred but not required.
- Must be authorized to accept employment in the U.S.
- Provide high quality, professional project management services and expertise on multiple projects in a fast-paced agency.
- Have upbeat, creative and professional demeanor.
- Be a team player and excel at team-oriented problem solving.
- Demonstrate an excellent work ethic.
- Support and embody the organization's values, goals and operating principles.
- Availability to travel as needed once COVID-19 is managed to a level where travel is safe.

## Hours

Professional hours of 40 – 45 hours per week, as well as any additional time necessary depending on client deadlines and internal projects.

## Compensation

This position is a full-time exempt position. Salary is negotiable depending on experience and commensurate with company compensation structure. The base for this salary range is \$165,000 per year.





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## Benefits

- Bonus program: All employees are eligible for bonuses based on individual and company performance.
- Profit share program: MG distributes 20 percent of profits to employees based on an allocation formula.
- Employer-paid medical/vision insurance on the first of the month following employment start date.
- Dental insurance paid at 50 percent by employer on the first of the month following employment start date.
- Employer-paid life, short - and long-term disability insurance plans available on the first of the month following employment start date.
- Flexible Spending Accounts.
- Fifteen paid vacation days per year after the first 90 days of employment, plus one additional day accrued for each year of employment (up to a total of 20 additional vacation days).
- Ten days of wellness leave available per year, accruable up to 20 days.
- One month (30 days) paid sabbatical eligibility after each seven years of continuous employment.
- MG paid holidays off: New Year's Day, MLK Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas Day and a personal holiday of choice.
- 401(k)-retirement plan: You are eligible to participate in this program on the first calendar quarter after six-months of full-time employment. As a participant, you may make tax-deferred contributions into the plan up to the maximum allowable amount. MG will make an annual contribution equal to three percent of your compensation while you are a participant in the plan.
- Monthly transportation and cell phone allowance.
- Charitable contribution match of up to \$100 per year.
- Professional development program.
- MG to reimburse for work related expenses (mileage at IRS rate).

## Reviews

After a 90-day trial period; 360 review after first year of employment and then every three years; annual plan/review, periodic/informal reviews and "check-ins" as needed or requested by either party.

## Covid-19 Update

All employees are currently working remotely due to the COVID-19 pandemic. A reopen date for offices has not been announced at this time. We continue to monitor guidance provided by local/state/federal health authorities (our earliest re-open date will be after July 1). We are also currently restricting work travel.

## Equal Opportunity Employer

At Metropolitan Group, we know that diverse backgrounds, experiences and cultures strengthen our work and our workplace. We strive to create a multicultural workplace through greater recognition, understanding and appreciation of a broad range of differences among individuals and groups within society, and to incorporate a multicultural perspective in our work. We encourage all applicants, regardless of gender, race, religion, age, sexual orientation or gender identity, disability or other social identity.

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Mexico City  
Portland  
San Francisco  
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# STRATEGIC COMMUNICATION INTERCULTURAL ENGAGEMENT ORGANIZATIONAL STRATEGY AND INNOVATION

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