

## **Portfolio Manager, Education One8 Foundation**



### **THE SEARCH**

The One8 Foundation (One8 or the Foundation) seeks a dynamic and collaborative Portfolio Manager to contribute to its innovative Education team. One8 is a venture philanthropy and pro-bono consultancy – with a dual focus on Education and Jewish Community/Israel – that works alongside grantee partners to create social change in Massachusetts. In its Education branch, the Foundation partners with existing and emerging K-12, postsecondary, and workforce development organizations that exhibit strong potential for measurable and sustained impact, with an emphasis on applied learning. This Portfolio Manager will join One8 at a time of growth, as the Foundation engages in ambitious planning for its future, continues to expand its reach and impact, and furthers its reputation for hands-on venture philanthropy.

The Portfolio Manager plays a key role in advancing One8’s mission of transforming classrooms and 21<sup>st</sup> century learning by identifying game-changing grantees, building partnerships with schools and organizations, and providing ongoing grantee support. These deep and long-term working relationships enable the Portfolio Manager to see evidence of direct impact. To accomplish this work, the Portfolio Manager reports to the Director of Education as part of a six-person Portfolio Management team and seeks the counsel of the Director and the President to ensure grantee success. This individual will manage Portfolio Associates to complete specific grantee projects, as well as pieces of work that support the Foundation’s strategy development. Unique to One8, the Portfolio Manager also works alongside the in-house implementation team, Mass STEM Hub, which provides select grantees with operational support to leverage the impact of their grants.

At present, One8 supports over 500 Massachusetts schools in adopting grant-funded programs designed by best-in-class organizations, reaching around 175,000 students in the state; One8 is also expanding a portfolio of post-secondary and workforce development grants. This next Portfolio Manager will build upon One8’s work, primarily in the K-12 space, with the goal of effecting change in Massachusetts and beyond. This is an excellent opportunity for an individual energized by direct impact, high-touch relationships, and a team that values research-based innovation and big ideas. This new Portfolio Manager will bring a track record of creating strategic plans and managing operations for complex programs, the ability to develop and sustain strong networking relationships, the skill to take initiative to solve problems, and a team-driven mindset.

One8 has retained Isaacson, Miller, a national executive search firm, to assist in this recruitment. Please direct all inquiries, nominations, and applications to the search firm, as indicated at the end of this document.

## **ABOUT THE ONE8 FOUNDATION**

Founded in 2006, One8 aims to accelerate and bolster the success of nonprofit organizations in its priority grantmaking areas – Education and Jewish Community/Israel. The organizations that One8 believes are most promising have game-changing ideas, excellent leaders, high-fidelity implementation, measurable impact, and sustainable approaches. One8 also funds direct community support to assist children and families in need and help them improve their own lives. The Foundation trustees have high risk tolerance and are committed to impact.

The Foundation is committed to providing consequential support to nonprofits that demonstrate the greatest potential for large-scale, lasting change. The principles that guide its work include:

- Going deep through rigorous due diligence
- Developing the capacity of grantee leaders
- Piloting exemplars to demonstrate what is possible
- Scaling impactful programs with proven results
- Supporting and sharing research that enables insight and continuous improvement

## **ONE8'S EDUCATION STRATEGY**

### *Applied Learning*

One8 seeks to transform classrooms in Massachusetts, alongside grantee partners, to emphasize the 21<sup>st</sup>-century learning that students need and deserve, with applied learning at the core. A nation's most valuable resource is its people, and a high-quality education for all is the most powerful lever for a just and thriving society. Yet, only around one-third of K-12 students are on grade level in the United States, and less than sixty percent of those who start college graduate within six years. Meanwhile, our world is rapidly changing, upending what students must learn to be successful. Critical thinking, complex problem-solving, collaboration, and communication are necessities. To develop these competencies, One8 believes that ALL children can achieve at high levels and that learning by doing, creating, questioning, and failing forward must anchor students' educational experiences. Applied learning encourages students to engage with rigorous content to solve authentic, real-world problems.

### *Sustained Implementation with Measurable Outcomes*

The Portfolio Manager works in concert with One8's implementation team, Mass STEM Hub, an internal team focused on ensuring that on-the-ground programs deliver results. Mass STEM Hub supports schools in adopting best-in-class applied learning programs, accessing authentic industry engagement, and benefitting from program-specific educator supports. To be effective, the Portfolio Manager must build meaningful relationships with various stakeholders and serve as a bridge between grantees and the Mass STEM Hub implementation team.

## *Looking Ahead*

The One8 Foundation believes in the ability of all students to grapple with societal challenges and aims to support educators in modifying their classrooms so that hundreds of thousands of students can engage in applied learning. One8 is committed to demonstrating what is possible in one state to catalyze change beyond Massachusetts.

In the coming years, One8 will continue to scale existing and build new partnerships to maximize impact, and this expansion will be a major focus of the incoming Portfolio Manager. The Portfolio Team has grown in size over the last three years, and the Mass STEM Hub team has doubled, with the goal of rounding out a strong, 15-person Education team.

## **THE ROLE**

Based in Boston, the Portfolio Manager will report to the Director of Education as part of a six-person Portfolio Management team, composed of three Portfolio Managers and three Portfolio Associates. The ideal candidate will bring expertise in strategy consulting, coupled with experience in an operating organization. They will spearhead select grantmaking efforts, provide ongoing support to grantees, contribute to refining the Foundation's strategy, and build the Foundation's public presence. They will also support broader foundation work on an ad-hoc basis, exhibiting the emotional intelligence to collaborate effectively. In particular, the successful Portfolio Manager will address the following opportunities and challenges:

*Effectively build, manage, and sustain a deep education portfolio, working closely with current and potential grantees*

The Portfolio Manager will be responsible for overseeing the engagement and support of new and established grantees that align with One8's mission and strategy. They will manage all aspects of moving a potential grantee through the due diligence process, which includes assessing the strength of an organization's leadership and strategic plan; leading strategic planning sessions, which may focus on theory of change, model codification, strategic priorities, and implementation planning; performing necessary analyses such as benchmarking, financial modeling, and competitive assessment; determining, in conjunction with the Director, whether a grant should be pursued and, if so, how the grant should be structured and how success should be measured; making the case for a grant to the trustees; and developing and finalizing the grant agreement.

To succeed in this work, the Portfolio Manager must build close, positive relationships with key stakeholders and engage them as collaborators in potential grants. They must demonstrate a commitment to grantee success through problem solving, offering ongoing advice, and eliminating barriers to success. The Portfolio Manager must also develop a high level of mutual trust with grantees, building effective channels of communication. The Portfolio Manager will track grantee progress through site visits and data collection and will help coordinate third-party evaluation. Throughout this process, the Portfolio Manager will keep the Director of Education and the President apprised of grantee progress and seek assistance as needed to ensure grantee success.

*Remain knowledgeable about educational trends and maintain a strong external network to inform portfolio and foundation strategy*

The new Portfolio Manager will develop and maintain a breadth of knowledge about existing research, current trends, and emerging issues in education. They will use research and robust data analysis to inform ongoing refinement of strategy for the Education portfolio, in collaboration with the full team. They will develop, nurture, and access a strong network of operators, leaders, academics, and philanthropists in the nonprofit space who will help inform strategy and identify high-caliber, emerging organizations. The Portfolio Manager will represent One8 at meetings, conferences, and other events, in the service of elevating One8's public presence.

*Manage, develop, and coach Portfolio Associates*

The successful Portfolio Manager will be an empathetic collaborator with high emotional intelligence, capable of hiring, onboarding, and supporting Associates. This individual will provide direction to Associates concerning due diligence and ongoing strategy or implementation projects with active grantees. At the same time, the Portfolio Manager will be committed to providing feedback and coaching and will serve as an active partner in professional development.

## **DESIRED EXPERIENCE AND QUALIFICATIONS**

While no one candidate will embody every quality outlined below, the successful candidate will bring many of the following professional qualifications, skills, experiences, and personal attributes to address the above priorities:

- Experience creating strategic plans and managing operations for complex programs with multiple stakeholders, ideally including experience at a management consulting firm.
- Experience working in a school district, nonprofit, or other mission-driven organization, or desire to engage with such mission-oriented work.
- Expertise in creating research plans and analyzing programmatic, management, and financial information to identify key funding opportunities, relevant implications, and challenges.
- Ability to develop and sustain strong networking relationships with various stakeholders.
- Demonstrated ability to communicate with senior organizational leaders, collaborate effectively, and interact with diverse organizations.
- A strong belief that education is a primary means to dramatically improve the life outcomes of children and that all children can achieve at high levels, independent of their circumstances.
- Insatiable curiosity, a love of learning, and the desire and skill to help others succeed.
- A sense of humor, a team orientation, and the ability to bring out the best in others.
- Self-motivated and able to work independently, take initiative, and solve problems.
- Excellent written and verbal communication skills and attention to detail.
- Familiarity with the U.S. education landscape preferred.
- Bachelor's degree (required); MBA preferred.

**LOCATION:** Boston, MA

**COMPENSATION AND BENEFITS:**

The salary for this position will be within the \$150,000 to \$180,000 range and will vary based on prior work experience. In addition, the One8 Foundation offers a comprehensive benefits package.

**TO APPLY**

The One8 Foundation has retained Isaacson, Miller, a national executive search firm, to assist in this recruitment. All inquiries, nominations, referrals, and applications (resumes and letters of interest) should be sent electronically and in confidence to:

Berkley Burke, Senior Associate  
Quizayra Gonzalez, Senior Associate  
Sheryl Ash, Partner  
Isaacson, Miller  
[www.imsearch.com/8518](http://www.imsearch.com/8518)

*One8 Foundation is an equal opportunity employer and welcomes and benefits from candidates with diverse backgrounds.*