

## **Portfolio Manager, Higher 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 by expanding the Foundation's work in higher education. 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 both in Massachusetts and on a national level. 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, particularly with an eye toward a rapidly developing portfolio in higher education; and furthers its reputation for hands-on venture philanthropy.

The Portfolio Manager plays a key role in advancing One8's mission of transforming the education sector so that all students, particularly those farthest from opportunity, are prepared for success in a rapidly changing, data-rich world. The future of work demands that students have access to learning that builds essential cognitive and non-cognitive skills so that they can effectively adapt and productively thrive. The Portfolio Manager will create impact by identifying game-changing grantees in postsecondary education, building strong and sustained partnerships, and providing ongoing grantee support. One8 is committed to measuring impact; the Portfolio Manager will be able to see evidence of their efforts and use data to continually learn and help grantees improve results. To accomplish this work, the Portfolio Manager reports to the Vice President of Education as part of an eight-person Portfolio Management team and collaborates with the Vice President and the President to ensure grantee success. This individual will manage Portfolio Associates and Analysts to complete specific grantee projects, as well as pieces of work that support the Foundation's broader strategy development.

The Portfolio Manager will play a critical role in leading the expansion of a portfolio of higher education grantees. This next Portfolio Manager will build upon One8's existing work, primarily in the K-12 space, with the goal of effecting change in postsecondary education. This is an excellent opportunity for an individual energized by strategy development, 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 working to operationalize these plans, the ability to develop and sustain strong trusting relationships, and the skill to take initiative to solve problems.

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’s 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 HIGHER EDUCATION STRATEGY**

One8 seeks to upend the traditional model of higher education by creating a new value proposition centered on applied learning and discourse along lines of difference. The Portfolio Manager will engage in long-term relationships with One8 grantees, working closely alongside them to ensure sustained implementation with measurable outcomes. To be effective, this Portfolio Manager must build meaningful relationships with various stakeholders and bring strong commitment and curiosity to continuously supporting their work.

### *Applied Learning*

One8 believes that students need a diverse array of effective and affordable postsecondary experiences that prepare them to be informed citizens with successful careers in a rapidly changing, high-tech world. Traditional higher education models are working for smaller subsets of the population and can feel rigid, inefficient, and lacking in relevance, particularly given the ways in which the world of work has evolved. One8’s postsecondary grantmaking work seeks to seed and support a new generation of postsecondary models in Massachusetts that build students’ skills by allowing them to work on real-world problems and to integrate a rigorous applied curriculum with work-based experiences. One8 believes models oriented around applied learning have the potential to outperform more traditional models in accelerating students into productive and sustainable careers.

### *Discourse Along Lines of Difference*

As One8 expands its higher education portfolio, this Portfolio Manager will develop an intentional grantmaking strategy that identifies new organizations and opportunities, centered around colleges

and universities, that build students' ability to engage in discourse along lines of difference. The Foundation believes that engaging in such discourse is an essential skill that prepares students to participate effectively in a robust, democratic society.

### *Looking Ahead*

The One8 Foundation believes in the ability of all students to grapple with societal challenges. It aims to support colleges and universities in modifying their approaches so that students can engage in applied learning and productive discourse. One8 is committed to demonstrating what is possible with a growing portfolio of postsecondary grantees to build the universe of proof points that will help catalyze wider-scale change in higher education.

In the coming years, One8 will maximize impact by establishing new partnerships and continuing to scale existing ones, with this expansion into the higher education space serving as a key lever of its longer-term strategy. The Portfolio Team has grown in size over the last few years, and there is potential for more growth as the Foundation's portfolios continue to expand.

## **THE ROLE**

Based in Boston, the Portfolio Manager will report to the Vice President of Education as part of an eight-person Portfolio Management team, composed of three Portfolio Managers, including this individual, and four Portfolio Associates/Analysts. 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:

*Spearhead the development of the Foundation's strategy in the higher education space by identifying and assessing potential grantees*

As One8 expands its portfolio in higher education, the Portfolio Manager will be responsible for supporting the refinement and articulation of the Foundation's strategies and priorities in this space. The Portfolio Manager will identify potential grantees and will manage the process of moving a 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 Vice President, 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.

*Provide ongoing support and counsel to grantees to effectively manage and sustain a deep higher education portfolio*

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. As noted above, they will manage all aspects of moving a potential grantee through the due diligence process, and they will also manage the ongoing relationship with grantees once they are part of the One8 portfolio. To that end, the Portfolio Manager must build close, positive relationships with key stakeholders and engage them as collaborators. 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 for communication. The Portfolio Manager will track grantee progress through regular conversations, site visits, and data collection and will help coordinate third-party evaluation as relevant. Throughout this process, the Portfolio Manager will keep the Vice President of Education and the President apprised of grantee progress and seek assistance as needed to ensure grantee success.

*Build and keep current a knowledge base about postsecondary 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 higher education. They will use research and robust data analysis to inform ongoing refinement of the strategy for the higher education portfolio. They will develop, nurture, and access a strong network of operators, leaders, academics, and philanthropists in the 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 and Analysts*

The successful Portfolio Manager will be an empathetic collaborator with high emotional intelligence, capable of hiring, onboarding, and supporting Associates and Analysts. This individual will provide direction to Associates and Analysts 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 Associate/Analyst 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 working with multiple stakeholders, including – ideally – experience at a management consulting firm.
- Experience, ideally, working in a college, university, nonprofit, or other mission-driven operating organization.
- Expertise in creating research plans and analyzing programmatic, management, and financial information to identify opportunities, implications, and challenges.
- Ability to develop and sustain a strong, diverse network and to develop trusting 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 of dramatically improving life outcomes and that all students 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. postsecondary education landscape preferred.
- Bachelor's degree (required); MBA preferred.

**LOCATION:** Boston, MA; hybrid work environment (three days per week in person, and two days of optional remote work)

**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, Managing Associate  
Kelly McLaughlin, Senior Associate  
Isaacson, Miller

<https://www.imsearch.com/open-searches/one8-foundation/portfolio-manager-higher-education>

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