

THE KRESGE FOUNDATION

Program Officer – Human Services Program

The Kresge Foundation is a \$3.1 billion private, national foundation, located in Troy, Michigan, that seeks to influence the quality of life for future generations by creating access and opportunity in underserved communities, improving the health of low-income people, supporting artistic expression, assisting in the revitalization of Detroit, and advancing methods for dealing with global climate change. In 2010, the Board of Trustees approved 481 awards totaling \$158 million; \$134 million was paid out to grantees over the course of the year.

The Kresge Foundation has as the centerpiece of its grantmaking nine values that focus its decision making and reflect its strategic priorities. We apply our values criteria to the six fields of interest within which we work – health, the environment, arts and culture, education, human services, and community development. In partnership with our grantees, we seek to influence the quality of life for future generations by creating access and opportunity in underserved communities and by advancing environmental sustainability.

In Michigan, we are deeply committed to the revitalization of the City of Detroit and the surrounding region and expect this work to lead to the development of models that can be replicated successfully in other challenged communities.

For more information on our fields of interest, grantmaking, and the nine values that guide our work, please visit our website, www.kresge.org.

Available Position: Program Officer – Human Services Program

The Kresge Foundation's Human Services Program has an immediate opening for a program officer to assist in the design and implementation of a grantmaking program that addresses the nation's persistent and growing human services issues. Grantmaking within the Human Services Program will mainly focus on strengthening the effectiveness and resilience of organizations that seek to improve the bedrock conditions of low-income people.

In the Human Services Program, the foundation uses the full array of tools available to foster change, including challenge grants, planning grants, program-related investments, project grants, and general operating support for organizations whose work directly corresponds with our funding priorities. We aspire to position the Kresge Foundation as a recognized leader within human services philanthropy by partnering effectively with other foundations and with the public, private, and nonprofit sectors, and by deploying our capital in innovative ways for the benefit of nonprofit organizations and the people they serve. We seek to hire an individual who will help our Human Services team achieve that vision.

The individual filling this position will work in close partnership with the team leader and a small team of program staff, as well as with the foundation's grants management and innovative capital staff. **Primary responsibilities of the program officer position include:**

- working with the team leader and other members of the Human Services Team to design grantmaking strategies for the program;
- investigating grant requests and developing funding recommendations;
- monitoring and evaluating individual grants and clusters of grants;
- preparing, individually and with other team members, strategy papers and other written materials for the foundation's management and Board of Trustees; and

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- interacting with other human services grantmakers, nonprofit leaders, and public and private sector stakeholders active in the field of human services to assess developments in the field and strategic points for philanthropic engagement.

Qualifications:

- Minimum of five years of experience and senior leadership in an array of relevant human services fields;
- Bachelor's degree or equivalent experience in the human services field is required, Master's degree and relevant credentialing are preferred.
- Excellent analytical, writing, verbal, and interpersonal skills.
- Experience in the development of strategies to affect change.
- Interest in working collaboratively across the nonprofit, private, and public sectors.
- Experience with and/or strong interest in deploying capital to nonprofit organizations in forms other than grants, preferred.
- Ability to master a diverse and often demanding workload.
- Willingness to conduct extensive travel.
- Strong commitment to the Foundation's vision and values with the ability to demonstrate that commitment in daily interactions.

In addition to a traditional cover letter and current resume, please write a short essay (no more than 500 words) that presents a human services problem or issue with which you are familiar that was addressed using conventional approaches and then suggest one or more alternative approaches to solving it. There are no right answers to this question. Please send all of the requested materials to careers@kresge.org by July 25, 2011.

The Kresge Foundation is an Equal Opportunity Employer and we welcome a diverse pool of candidates. We offer a competitive total compensation package including Health, Dental, Vision, Long Term Disability, and Short Term Disability Insurances, generous paid time off, and a 401K employer contribution and employee match program. We also provide professional staff development and tuition reimbursement.