

## About Search for Common Ground

**Search for Common Ground** is the world's largest dedicated peacebuilding organization with offices in 33 countries, 600+ staff, and hundreds more volunteers working to transform how societies deal with conflict – away from adversarial approaches toward collaborative problem-solving. For more than 35 years, we have been working to prevent and end violent conflict before, during, and after crises. Our work fosters the transition of communities and countries toward peace and stability, so all other aspects of human development can thrive. We envision a world in which conflict serves as a source for cooperation and creative problem-solving rather than a source for polarization and violence. We tackle myriad issues that drive violent conflict, including Refugee and Internal Displacement Issues, Sexual and Gender-based Violence, and Violent Extremism. We also work with key stakeholders on the ground to influence factors that reduce tension such as Interfaith Cooperation, Fair and Responsible Media, and Governance, Democracy and Elections.

**Global context:** The field of citizen-led peacebuilding and conflict transformation is approaching an historic inflection point. The systems established by governments after World War II to prevent war and advance human development are straining to meet the challenges of the modern world in which intra-state fragility and conflict can be as destabilizing as inter-state war, and where major challenges can only be addressed through cooperation across governments, the private sector, and citizens. Demand for creative and collaborative approaches that can align and mobilize diverse stakeholders toward shared goals is at an historic high. At the same time, the funding sources that have fueled the growth of the citizen-led peacebuilding field over the past four decades - governmental and multilateral donor agencies - are under greater scrutiny and more pressure to deliver than ever before.

**Organizational context:** For 35 years Search has been a pioneer in the field of citizen-led peacebuilding and conflict transformation. Combining insights from the fields of social entrepreneurship and conflict resolution, Search has developed a methodology that transforms conflict into cooperation, supporting societies in more than 50 countries to reduce violence, recover from its effects, and work collaboratively to build healthier, safer and more sustainable communities. This track record, combined with a new generation of organizational leadership at the executive and Board level, has positioned Search to meet this increasing demand through dynamic growth and development in the coming years.

The Search Board recently approved a three-scope strategy to build on lessons learned over our first 35 years while adapting to meet the challenges and opportunities of the future:

- **Scope 1:** Adapting our program portfolio over the coming years in a way that prioritizes the most destructive and damaging conflicts, defines our engagement by the boundaries of each conflict rather than the boundaries of individual nation-states; and pursues the goal of effecting enduring change that is not reliant upon externally-funded third-party engagement but is rather sustained through local resources and dynamics.
- **Scope 2:** Catalyzing and shaping a peacebuilding movement through the establishment of major partnerships inside and outside the peacebuilding field; supporting youth-led activism; and advancing pioneering technology-enabled approaches to conflict resolution and peacebuilding.

- **Scope 3:** Pursuing advocacy to inform policy-making through lessons learned from front-line peacebuilding and advancing outreach to increase public awareness of, engagement in, and support to citizen-led peacebuilding.

Driving the organization’s adaptation of operational systems and overall management structure and practice to support this three-scope strategy while navigating successfully the challenges faced by the international humanitarian and development sectors are the highest priorities for Search for Common Ground, and form the basis for the creation of the position of Executive Vice President.

The Executive Vice President will lead the execution and operationalization of a new strategic direction as part of his/her management and transitioning of ongoing daily programs and operations. S/he will support planned growth and drive forward change throughout the organization through efficient delegation of responsibilities downward.

The scale of our operations, our strategic goals, the opportunities and challenges of the peacebuilding field support the decision to recruit an Executive Vice President. As a clear ‘number two’ to the President & CEO, the organization seeks someone who can effectively lead organization-wide programs and operations to be more effective, efficient, and to evolve consistent with our strategic direction all within a challenging and resource-constrained reality.

The Executive Vice President will report to the President & CEO and will chair the Executive Team. Additionally, this individual will line manage the following Executive Team Members: VP of Programs, VP of Communications and Partnerships, the Chief Operating Officer, and the Chief Finance Officer.

[Please click here to access this job description for download.](#)

### Your contribution...

#### Essential Duties & Responsibilities

##### Strategy and Vision

- Provides visionary leadership on organization-wide structure, systems, and processes while managing organization-wide programs and operations to be more effective, efficient, and to evolve in line with Search’s strategic direction;
- Collaborates and partners with the CEO to delineate a clear vision for Search’s “next level” operational structure;
- Manages and drives change while leading people, processes, systems, and culture;
- Maintains ultimate accountability for high quality programs and operational excellence.

##### Leadership and Management

- Leads and chairs the Executive Team, ensuring accountability and providing support, guidance and coaching as necessary;
- Provides organization-wide daily management authority, spanning program, operations, finance, and external affairs;

- Builds a high performing and collaborative culture across departments, regions and countries, ensuring interdepartmental coherence and synergies and serving as the authoritative focal point to resolve inefficiencies or deficiencies in inter-departmental collaboration;
- Drives implementation of recently-adopted strategic direction in a manner connected to the current and evolving daily operations, including incorporating into executive and division-specific work plans, budget processes, etc.
- Leads in analyzing, adapting and streamlining daily operations across and - as needed - within divisions;
- Chairs global/cross-division leadership structures until such a time as s/he and the President & CEO consider and opt to evolve the function and management of such structures;
- Reviews, updates, and ensures application of decision making matrix;
- Builds and supports the organizational leadership to implement changes in departments and regions;
- Builds strong external networks to support synergies within the broader sector;
- Externally representing Search for Common Ground with executive-level credibility on occasion but not as a primary function of the role.

***As job descriptions cannot be exhaustive, the position holder may be required to undertake other duties that are broadly in line with the above key responsibilities.***

**You are...**

#### **Qualifications & Skills Required**

- Significant (15+ years) experience in managing and leading – ideally as EVP, COO, or Deputy to these- strategic, program and operational change/transitions within an international organization with operations in 20+ countries and operating budget of at least \$40million;
- Track record of developing and managing high-performing senior teams as a group and to successfully manage the growth and evolution of each member individually;
- Experienced in transforming and professionalizing internal operations including finance, development, information services and technology, communications human resources, risk and compliance, legal counsel, and safety and security, including experience with adopting new technologies and leading business process reengineering efforts to streamline these functions and the interplay between them;
- Deep familiarity and experience with the operational and financial systems and challenges of an international organization that is supported primarily by diverse American and bilateral European government donor agencies and multilateral institutions (i.e. EU, UN, World Bank), the complex legal and regulatory requirements that come with such support, and the opportunities for streamlining operations and management systems within that context;
- Excellent management and planning skills with the ability to oversee the formation of organization-wide and division-specific work plans and to map those plans to budgetary and operational realities in pursuit of organization-wide strategic goals; and to hold leadership teams accountable to their execution;
- Willingness and ability to travel internationally on a regular albeit not constant basis;
- Excellent communication and relationships skills with different audience levels;
- French language fluency would be a plus.

*Commitment to Search Values: Shared Humanity - Empathy- Impartiality - Inclusivity - Courage - Hope - Humility - Audacity.*

**Location: Washington DC**

**To apply, interested candidates should:**

**Submit a cover letter and current resume through [our employment system here](#). When applying you will be asked to provide:**

- **minimum salary requirements**
- **projected start date**
- **how you heard about this position**

**We are looking to fill this position with the right candidate. Due to the high volume of applications, only applicants invited for an interview will be directly contacted. No phone calls please. Please see our website [www.sfcg.org](http://www.sfcg.org) for full details of our work.**