



FACING HISTORY & OURSELVES

Position Specification

Facing History and Ourselves

President and Chief Executive Officer

Our Client

Facing History and Ourselves uses lessons of history to challenge teachers and their students to stand up to bigotry and hate. It aims to shape a humane, well-educated citizenry by helping adolescents build the habits, skills and knowledge to make responsible civic choices, grounded in ethical judgment, for the world in which they live. From one classroom in one school in 1976, Facing History and Ourselves (FHAO) has become a global organization with a network of over 350,000 teachers, in every type of middle grade and secondary level school setting. Its offices are located in seven US locations: Chicago, Cleveland, Memphis, Los Angeles, New England, New York and the San Francisco Bay Area, with staff located in these regions and throughout the US. The organization also has independent but affiliated entities in the UK and Canada, and educational partnerships around the world, including in Colombia, France, Mexico, Northern Ireland, and South Africa.

As an organization that provides and distributes educational content and pedagogy to teachers across the globe, FHAO's strength is directly tied to the diversity of its staff, leadership, educators, students, scholars, and volunteers. Their shared commitment is to treat individuals with dignity and to build and maintain a community that values the uniqueness of each and every human being. As an organization, FHAO values and promotes diversity, equity, inclusion, and belonging in its association with excellence.

Facing History and Ourselves believes the bigotry and hate that we witness today are the legacy of brutal injustices of the past. Facing our collective history and how it informs societal attitudes and behaviors allows us to choose a world of equity and justice. Facing History's resources address racism, antisemitism, and prejudice at pivotal moments in history; they help students to connect choices made in the past to those they will confront in their own lives. Through its partnerships with educators around the world, FHAO reaches millions of students in thousands of classrooms every year. Together, FHAO's educators are creating the next generation of leaders who will build a world based on knowledge and compassion, the foundation for more democratic, equitable, and just societies.

FHAO has embraced an intellectual and pedagogical framework built on a synthesis of history and ethics that encourages rigorous investigation of and transformative

dialogue about historical events, while fostering empathy and reflection, and improving student academic performance. From its original core curriculum—“Facing History and Ourselves: Holocaust and Human Behavior”—to detailed analysis of other powerful historical examples of violence, group hatred and genocide, Facing History helps students develop the ability to recognize perpetrators, victims, bystanders, upstanders, and rescuers in historical events, and empowers educators to instill in their students a more nuanced understanding of current events, in all their complexity.

For more information on Facing History and Ourselves, please visit: <https://www.facinghistory.org/>

The Opportunity

Despite all that our world is reckoning with— a centuries-long legacy of systemic racism, a resurgence of identity-based hatred, divisive political rhetoric, and a raging pandemic—Facing History is well-positioned to support teachers and students to face our past and find a path forward. Facing History is focused on reaching many more teachers, schools, and districts with real impact and providing strands of content through our new digital strategies that fit into a teacher’s existing curricular plans and accommodate the broad range of different teachers’ needs. While building for the future, Facing History is continuing to support professional learning around its existing and foundational case studies in social studies, civics, and English language arts; continuing to deliver new content focused on culturally responsive teaching for equity and justice; and continuing to provide educators with tools and resources to help them process current events with their students.

Facing History has an annual budget of approximately \$35-40 million and has grown programmatically and fiscally over the last decade. FHAO is poised to build on its successes for tremendous growth in scale and impact over the next 5-10 years. FHAO seeks a President and CEO to help lead the organization, with the support of the Board of Directors, volunteers, and staff, into its next phase of evolution and accomplishment.

The Role

Headquartered in Boston, MA and reporting to the Board of Directors, the President and CEO has ultimate responsibility and accountability for leadership of the staff and work culture, strategy, programming, and financial operations of the organization.

The new leader will work in close collaboration with the Board of Directors, with a dedicated and expert team of chief officers, and with a highly experienced staff of about 180 FTE, to:

- Continue to build Facing History's reputation as a trusted partner and thought leader that centers equity, history, social-emotional learning, and civics in education, championing the mission and values of Facing History and engaging across the sector as a lead ambassador; drawing upon their understanding of education and social justice, as well as upon knowledge of and connection to national and international issues;
- Provide intellectual and innovative leadership, informed deeply about our past, to foster continued evolution of Facing History's curriculum, pedagogy, utilization of technology, product development and business model;
- Ensure that Facing History continues to be viewed as an innovative and inspiring organization that delivers authentic and enduring impact for teachers and students;
- Communicate passionately and effectively, to inspire the entire community—educators, staff, volunteers, and donors—through powerful optimism, empathetic listening, and with a highly developed sense of emotional intelligence;
- Oversee the development of a truly compelling strategy of fundraising, convenings, and programmatic offerings that deepen and expand FHAO's connection with the education community as a distinct learning provider;
- Ensure that Facing History continues to attract and retain a talented team, and brings a compassionate approach to implementing appropriate policies, practices and systems that help the staff achieve the organization's goals;

- Build authentic relationships across the diversity of communities that Facing History serves, including educators, students, and influencers, as well as our own staff, donors, and volunteers;
- Foster a professional work environment that encourages creativity, inquiry, innovation, excellence and rigorous scholarship, and enables seamless and collaborative work across all organization functions, initiatives, and geographies;
- Ensure that the organization and its programs continue to be ethical, transparent, and aligned with Facing History’s core values, including deep appreciation of diversity in all forms; and maintains non-partisan, values-driven positions in public discourse around difficult moral and ethical issues.

Candidate Profile

Facing History seeks a President and CEO with a collaborative leadership style, passion, empathy, and a demonstrated commitment to diversity, equity, inclusion, and belonging. The successful candidate will bring a track record of senior-level leadership experience and will have the ability to motivate staff, donors, and the education ecosystem—as well as national and international leaders interested in what FHAO’s approach might mean for the future of education. They will be an excellent communicator and listener, and will have an eagerness to cultivate relationships both internally and externally. They will have an understanding of the headwinds and opportunities facing our world today, including the anti-history movement and other curriculum and policy implications; systemic racism; and digital strategies for engagement with educators and students. They will have (or develop) a cogent point of view around how Facing History should adapt in an era of a rapidly evolving educational landscape (for example, new delivery and funding models, new digital approaches to professional development, etc.).

The ideal candidate will have shown a high level of achievement in developing or contributing to a compelling and forward-looking strategy for an organization, building the financial, operational, and ideological support for its implementation, and skillfully balancing and aligning the needs of multiple interests. They will be a natural team builder with a demonstrated alignment with Facing History’s values,

and with the energy, optimism, and drive to cultivate sustained connections within the organization's teacher and alumni networks and extended community, and will have the capacity to build effective partnerships and fundraise.

In terms of the performance and personal competencies desired for the position, we would highlight:

Education Knowledge and Expertise

- Possesses intellectual curiosity and insight across the full range of Facing History's curriculum and understands the moral, sociological, and historical aspects of the history of race, the impact of religious intolerance (and specifically of antisemitism) and the legacies of genocide in the United States and around the world.
- Capable of attracting and engaging experts and scholars who can inform, evaluate, and build upon Facing History's distinctive pedagogy about critical moments in history; who bring expertise on the cognitive and moral development of the adolescent mind; and who apply and leverage the latest advances in digital strategies and blended learning models to improve educator professional learning that helps drive student engagement and educational effectiveness.
- Interested in education reform and comfortable entering into meaningful dialogue with education policy influencers about the continuing evolution of the educational landscape.
- Values ongoing education and models continuous learning for themselves and others.

Vision and Strategy

- Able to create and articulate an inspiring vision for FHAO's next era, working in partnership with the Board and listening deeply to the community; a creative thinker with an approach to developing new ideas that will stretch the organization and push the boundaries of the field; brings a track record of leading through growth and/or evolution in their organization.
- Able to steward the organization's implementation of the strategy set out in its new three-year strategic plan.

- The inclination to seek and objectively analyze data from a variety of sources to support decisions and to align others with the organization's overall strategy.
- The ability to effectively manage the desire/need for broad change, creating realistic goals and implementation plans that are achievable and successful and that aim to forge a lasting legacy of impact for Facing History.
- Possesses the ability to make clear, timely decisions, and to build organization-wide motivation for change and innovation, thus producing a thriving, results-oriented, and adaptive organization.

Inclusive Management and Advocacy for DEIB

- Brings and demonstrates deep personal commitment to cultural awareness and sensitivity around broad issues of Diversity, Equity, Inclusion and Belonging, especially in the contexts of social justice, identity and membership, antisemitism and racism, genocide, and crimes against humanity that occur across the globe.
- Recruits and develops top talent, delegates effectively, and has the ability to counsel and coach the team for success; fosters a culture of collaboration and empowerment, mutual respect, teamwork, and performance with accountability .
- Must have the ability to create excitement and lead with inspiration, balanced with the judgment to provide calm, consistent guidance and wellness to internal staff.
- Self-reflective and aware of opportunities for their own personal and professional growth; leads by example and drives the organization's performance with an attitude of continuous improvement by being open to feedback; encourages others to share the spotlight, and celebrates the success of the team.

Communication and Fundraising

- Possesses superior communication skills; comfortable speaking before both larger audiences and in private settings.

- Demonstrates the ability to convey and build intellectual and effective excitement for FHAO's mission, values, and the higher purposes of the organization.
- Will have demonstrated experience building an institution's funding base—in partnership with the Board and with the organization's development staff—to increase and diversify financial support from individual donors, foundations, corporations, and potentially government funders for both annual operations and future capital needs.
- Embraces Facing History's successful model of board engagement based on the culture of a learning community; is comfortable navigating and partnering at the highest levels of business, science, academia, and philanthropy.

Diversity, Equity, Inclusion, and Belonging

Facing History values a diverse workforce and an inclusive culture. We encourage applications from all qualified individuals without regard to race, color, religion, gender, sexual orientation, gender identity or expression, age, national origin, marital status, citizenship, disability, veteran status and record of arrest or conviction, or any other characteristic protected by applicable law. We are an Equal Employment Opportunity Employer.

*Russell Reynolds Associates has been exclusively retained for this search. Prospective candidates are invited to submit application materials to the following address: **FacingHistory@russellreynolds.com**. All inquiries and discussions will be considered strictly confidential.