



International Youth Foundation

President and Chief Executive Officer

Position Specification



HEIDRICK & STRUGGLES



International Youth Foundation

International Youth Foundation – Who We Are

At IYF, we believe that educated, employed, and engaged young people possess the power to solve the world's toughest problems.

For 34 years, we've led and sustained coordinated action to harness the talent and potential of the world's young people, now numbering 1.2 billion. At the heart of our efforts is building partnerships, initiatives, and curricula that prepare young adults to succeed as citizens, employees, entrepreneurs, and change-makers. Learn more about our history and work in our 30-year celebration video [here](#).

The Organization

Annual Revenue: \$19.4 *projected* (FY 23); \$19.2M (FY 22)

Location: Global with staff in 7 countries

Staff Size: 107

CEO Reports to: [IYF's Board of Directors](#)

Additional Information

- [Website](#)
- [Financials](#)
- [2023 Impact Report](#) and [Year End Celebration Video](#)
- [Videos](#)

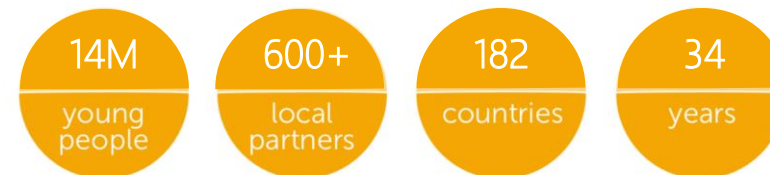
Mission

IYF connects young people with **opportunities to transform their lives.**

Vision

IYF envisions a world where all young people are **inspired** and **equipped** to realize the **future** they want.

Our Reach



International Youth Foundation – Where We Work

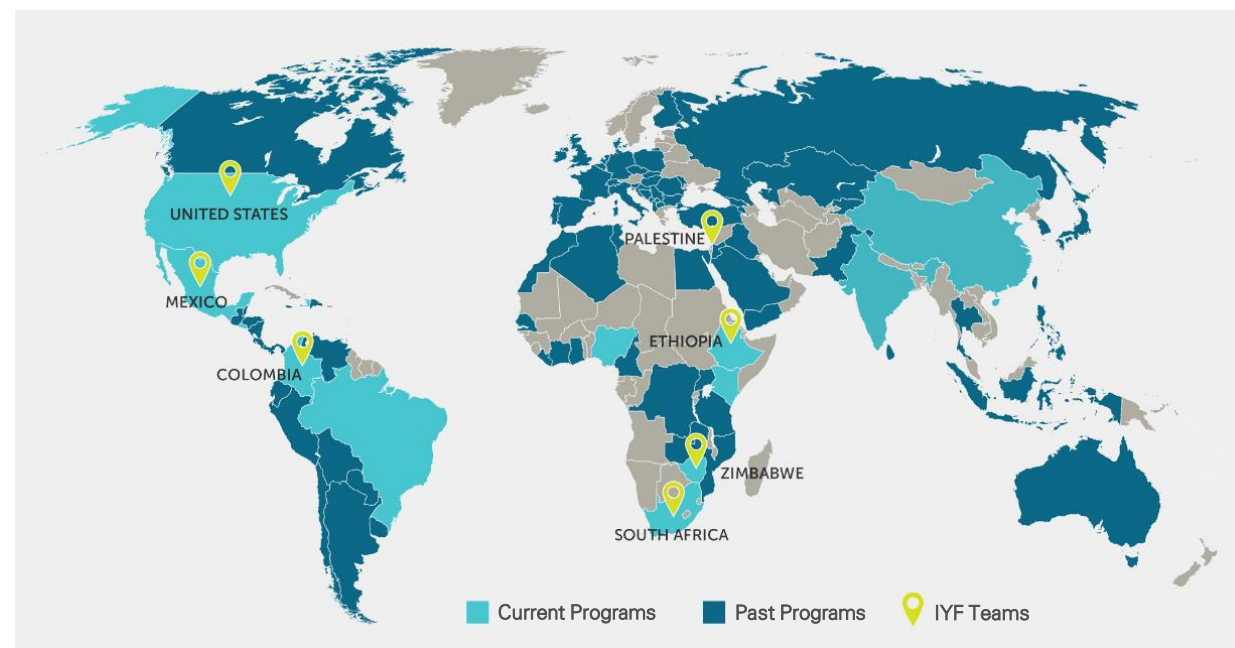
Since our founding in 1990, IYF has helped young people succeed in over 182 countries.

Working with our extensive [global partner network](#), we develop scalable and sustainable locally-relevant programming. Our initiatives are grounded in the local context, led by local partners around the globe, and supported by IYF's local staff in the regions and countries where we work. IYF's global role as a connector and convener ensures alignment and understanding across all stakeholders.

Our Partners & Approach

IYF works with bilateral and multilateral organizations, corporations and corporate foundations, educational institutions, and youth-serving organizations of all sizes around the world to support their strategic goals.

Discover the full list of [funding partners](#) who have counted on IYF to build initiatives and transform lives, together.



International Youth Foundation – What We Do

Armed with 34 years of experience and a successful track record, IYF is guided by its strategic plan: [Transformation 2025](#). Our approach takes a critical look at the landscape for the world's young people and how our partnerships can best support them in fulfilling their potential.

Our **goal** is that by 2025, young people will exercise greater **agency**, access more and better **economic opportunities**, and benefit from **systems** that are more youth-inclusive and responsive.

We fuel our strategy with a set of **unique assets** that we continually refine to meet the day's challenges and opportunities:



STRENGTHENING YOUTH AGENCY

We help young people unlock their highest potential.



EXPANDING ECONOMIC OPPORTUNITY

We spark access to a brighter future.



ENSURING SYSTEMS ARE MORE YOUTH INCLUSIVE AND RESPONSIVE

We are transforming lives by transforming systems.

Collaborative strategies to drive systems change

Youth-informed digital solutions

Highly experiential life skills curricula

Demand-driven workforce development programs

Networks to accelerate youth social entrepreneurship

Tools for gender equity and social inclusion

International Youth Foundation – What We Do



Life Skills



Youth Engagement



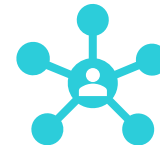
Economic Opportunity



Climate Change



Youth Agency



Systems Change



The Moment

Meeting the United Nation's Sustainable Development Goals to eradicate extreme poverty by 2030 demands that youth - today - gain access to the knowledge, skills, and opportunities to pursue productive livelihoods. With the planet's largest youth population in history, IYF empowers youth to be agents of change and leverages its rich legacy of best-in-class programming to become the leading voice of youth development and to create systems-level change.

The field of youth development is a rapidly evolving field and increasingly competitive environment. To this moment, IYF brings a history of impact through critical partnerships, innovative strategies, and a commitment to local approaches that distinguish its work and have resulted in proven models that bring lasting impact for youth worldwide.



Given the strength of IYF's results and its dynamic local networks, the Board is seeking to broaden and deepen IYF's impact on youth development. This will require significantly growing the organization's capacity – resources, innovation, and geographic scope.

IYF is seeking a President and CEO who can build upon IYF's value proposition, set a vision to achieve greater impact, and develop and execute a plan that will inspire and support IYF's amazing team and partners to have an even more profound impact on the next generation of youth.

The Role



The President and Chief Executive Officer is responsible for providing leadership and direction across the organization to ensure the fulfillment of IYF's mission through the development and execution of its strategic plan and annual operating goals. This next leader will work with staff and board to chart a path for strategic, mission-aligned growth.

They will lead resource mobilization and strategic partnership building, continuing IYF's legacy of working with corporations, foundations, and governments to support youth around the world. They will lead a global team committed to localization, diversity, equity, and inclusion (DEI), and centering youth voices, ensuring these core components are integrated in the organization's growth.

As the organization prepares to grow, they will work closely with the board, staff, and stakeholders to chart a mission-aligned and strategic approach to sustainability. The President

and CEO will provide leadership in resource development to meet ambitious growth goals. They will represent the organization to donors and external partners, in concert with the Executive Management Team (EMT) and Senior Leadership Team.

Location: IYF is currently operating fully remotely in the US, but the next President and CEO will be expected to be in the District of Columbia, Maryland, and Virginia (DMV) on a regular basis and travel frequently across the globe.

Key Responsibilities

Strategic Leadership and Resource Development

- Provide leadership for the entire organization, defining and articulating IYF's strategic direction and value proposition based on shifts in development and from the vantage point of a youth-serving organization.
- Lead a significant expansion of IYF programs by growing its resource base. Ensure strong global systems that enable successful scaling up across geographic regions.
- Build and model a culture of creativity and innovation that leads to out-of-the-box thinking, while actively soliciting unrestricted funding to support this continued innovation.
- Raise the profile of IYF in the non-profit, government, and relevant private sector philanthropic spaces by building the narrative and brand to garner new opportunities, strengthen existing relationships, and lead to funding sources.

Organizational Leadership

- Lead implementation of IYF strategic plans to ensure it remains fresh and relevant to the issues facing young people.
- Work closely with IYF's global EMT and Senior Leadership Team to set annual objectives for IYF departments while ensuring cross-organizational and cultural communication, collaboration, and understanding to advance IYF's strategy and achieve annual objectives.
- Ensure the appropriate operating model is in place to optimize agility within the organization, particularly across IYF's "glocalized" operations where IYF's leadership team is made up of senior leaders across the globe.

Key Responsibilities (cont.)

Organizational Leadership (cont.)

- Maintain an entrepreneurial mindset as a leader and understand how shifting power locally is important to achieving IYF's strategy, Transformation 2025.
- Build and reinforce a culture that promotes high energy, collaboration, and wellness, ensuring it also reflects and values a globally diverse, culturally competent, and highly qualified staff. Bring a sense of joy and passion for IYF's work and foster an organizational commitment to DEI.
- Be a leader who can gather information, listen to stakeholders, and then make timely, informed decisions to keep the organization evolving to meet needs and challenges as they emerge. Not afraid to challenge systems and ways of doing things in the pursuit of innovation and serving IYF's mission and strategic plan.

Stakeholder Engagement

- Bring a creative, dynamic, and energetic approach to managing relationships with our broad set of stakeholders. Utilize personal networks, leverage the existing IYF networks, and seek to 'connect dots', drive new thinking, and unleash the full power of IYF's collective relationships.
- Cultivate a strong and transparent working relationship with the Board, ensuring open communication about financial, programmatic, and other relevant matters. Collaborate with the Board to establish strategic organizational goals and priorities, while providing evaluations, analysis, and progress updates for objectives and performance goals.
- Engage with key stakeholders such as the Alliance for International Youth Development (AIYD) and US government leaders in the executive and legislative branches, as well as international organizations, such as the United Nations and the World Bank's Solutions for Youth Employment (S4YE).
- Work closely with donors, program teams, and partners to both support the growth and expansion of IYF programs, and to address areas of concern or challenge.
- Lead with energy throughout the global development community – and beyond – about IYF's mission, impact, and future through active participation at major conferences, forums, blogs, and events.

The Person

IYF's next President and CEO is an experienced leader who possesses the strategic mindset and vision to chart the course for IYF's next phase. They should bring demonstrated experience with resource mobilization and leading an organization through transition and growth, in coordination and partnership with internal and external stakeholders. They will be an inspiring and energized face for IYF among the international development sector and current and potential funders. They will have a passion for empowering youth and working with a globally dispersed team.

Pivotal Experience and Expertise

- **Strategic Vision** – Demonstrated ability to drive organizational progress by charting and implementing a strategic vision, in partnership with a diverse set of stakeholders, articulating clear direction and expectations, and ensuring proper planning and accountability. Brings systemic, big-picture thinking and an ability to identify key opportunities, issues, and challenges.
- **Resource Mobilization** – Strong business development acumen with demonstrated experience growing an organization's funding through a combination of private and public sources, like foundations, multilateral and bilateral funding sources, USG, and corporations. Can develop and execute creative and innovative strategies, and partnerships, and deploy their networks to support substantive growth. Ability to convey a strategic vision and value proposition to potential donors that inspires their engagement.
- **Mission-Aligned Experience** - Experience within the international development sector or evident credibility related to the workforce/skills-training youth spaces IYF operates within, offering an understanding of its challenges and opportunities, and a commitment to the mission and values of IYF. A global citizen with a proven ability to lead multicultural international teams and foster global DEI at an organizational level.
- **Organizational Leadership** - Ability to lead an organization of relevant size, complexity, and/or stature. Understands the complexities and nuances of running a global organization. Delegates effectively and confidently to the team - monitors progress, requires accountability, tracks progress, and celebrates success. Ability to prioritize issues and make hard decisions.
- **Stakeholder Acumen:** Track record of relationship building and management with a board, staff, external partners, and funders. Ability to serve as the spokesperson to clearly articulate and communicate IYF's vision, mission, and goals to key stakeholders.

The Person (cont.)

Culture Impact

Collaboration and Trust – Fosters an organizational culture with frequent, open communication and high levels of trust and feedback. Develops a high-performing, collaborative team environment.

Direction and Purpose – An inspirational leader who takes bold action as appropriate. Effectively leads by delegating to and empowering staff. Demonstrated grit and stamina in establishing and implementing an organizational vision.

Appreciation and Recognition – Maintaining and deepening IYF's culture of appreciating and valuing staff, partners, and participants.





International Youth Foundation

Review of candidates will begin immediately. Applications (resume), inquiries, and nominations can be sent to: IYFceo@heidrick.com

Engagement Team

William O'Leary

Direct: +1 (202) 974 6051

Email: boleary@heidrick.com

Teraesa Vinson

Direct: +1 (917) 309 4636

Email: tvinson@heidrick.com

Alissa Fernandez

Direct: +1 (503) 997 1830

Email: alfernandez@heidrick.com

Thais Comenale

Direct: +1 (813) 829 0958

Email: tcomenale@heidrick.com

EEO Employment

IYF is an Equal Opportunity Employer. We believe that diversity and inclusion among our teammates are critical to our success as a global organization, and we seek to recruit, develop, and retain the most talented people from a diverse candidate pool.