



KORN FERRY



Position Specification

The Rippel Foundation

Executive Vice President

POSITION SPECIFICATION

Position	Executive Vice President
Organization	The Rippel Foundation
Location	Morristown, NJ
Reporting Relationship	President and Chief Executive Officer
Website	https://www.rippelfoundation.org/

THE OPPORTUNITY

The Rippel Foundation is a catalyst for new ways of thinking and innovative solutions that are necessary to address the complex and growing challenges of health and care in our country. Since its founding in 1953, Rippel has played a pivotal role at the forefront of innovation and thought leadership. Before it was widely embraced by the field, Rippel was one of the early pioneers championing the holistic definition of health and well-being and the need for systems change to address the social and structural determinants of health and health equity. In early 2020, the Rippel Foundation became an operating foundation. The organization now occupies a unique space, sitting at the cutting edge of transformation and encompassing special qualities of a strategic think tank; a value-driven, field-based learning/consulting organization; and a boundary spanning philanthropy. As the organization continues to advance, Rippel has an opportunity to explore new frontiers to further impact true systems change.

The Executive Vice President of The Rippel Foundation is an exciting and new leadership role, serving as a strategic partner and potential successor to the President & CEO. The EVP will be focused on driving the organization forward as it enters this next chapter in Rippel's Innovation History. This is a fascinating and critical moment to play a pivotal role in shaping Rippel's future direction and positioning for significant growth and increased influence, while propelling forward high-impact and transformational work.



THE BACKGROUND

The Rippel Foundation is a catalyst for new ways of thinking and innovative solutions that help committed stewards – individuals and organizations who shape the future of health and well-being in the US – lead change in a highly complex system and rapidly evolving environment.

Rippel's mission is to advance the health of women and the elderly, to address cancer and heart disease and to support our nation's hospitals. To accomplish this, Rippel focuses on creating equitable health and well-being for all in the US, beginning with those who are struggling and suffering. Rippel helps stewards adopt new mindsets and practices thereby enabling them to better assure the vital conditions and urgent services that all people need to thrive exist in communities across the country.

As an operating foundation with an \$85M portfolio and funding from a diverse pool of supporters, Rippel is a strategic think tank; a value-driven, field-based learning/consulting organization; and a boundary spanning philanthropy. Rippel's theory of change has been endorsed by some of the country's most sophisticated philanthropies and respected leaders including Robert Wood Johnson Foundation, the US Surgeon General, the Centers for Disease Control and Prevention (CDC), Well Being in the Nation, and Blue Shield of California Foundation.

Working at the cutting edge of system transformation and building on its deep experience and expertise, Rippel focuses on those stewards best positioned to affect change in philanthropy, health systems and corporations. Rippel also partners with peers in a growing field to shift commitments, relationships, actions and investments as well as create new norms – all grounded in what people need to thrive.

Founded in 1953, by New Jersey-based banker and philanthropist Julius S. Rippel, the organization has been working to improve the health and well-being of Americans for nearly 70 years, providing over \$200 million in support for hospitals, cancer research, heart disease and care for women and the elderly. In the last decade, now as an operating foundation, Rippel has turned its attention to catalyzing systems change in cities and states across the country, playing a pivotal role in improving health outcomes for millions of people.

In the 1960's, Rippel's first president talked about the unsustainable nature of our health system, need to address "health" as well as health care, and importance of equity and well being. A half century later, progress has been limited. Why? Because change is hard. It requires new thinking, bold experiments, new relationships, and risk taking. Stewards positioned to advance change need to experience alternatives, have tools at their disposal, develop support networks, and be nurtured on their journey. Rippel helps leaders nationwide and in diverse sectors develop mindsets and take actions that will transform our systems for health and well being.

Rippel was one of the early pioneers championing the holistic definition of health and well-being and the need for systems change to address the social and structural determinants of health and health equity. Since its founding, Rippel has played a pivotal role at the forefront of innovation and thought leadership in the sector.

Building on its investment over the last decade in ReThink Health and FORESIGHT, Rippel's two major initiatives, Rippel is now poised for even greater impact. The organization's 2025 vision opens a window of opportunity to focus efforts in key sectors, advance critical stewardship practices and norms, and build the internal capacities to grow impact over time.

Rippel has a staff of 21 talented members spread across the country, and offices in Morristown, NJ and Cambridge, MA. Rippel's matrixed structure assures that all efforts draw from across the organization to frame sector specific strategies. Cross organizational structures support sector efforts and integrate activities for broader learning and impact.

POSITION SUMMARY

The Executive Vice President is a newly created position that will work in close partnership with the President & CEO, providing both strategic and operational leadership, and enabling the organization's continuing evolution. The EVP position will also frequently interact with Rippel's Board.

The EVP is responsible for assuring cross-organizational integration and support, leading Rippel's programmatic design and implementation, providing proper fiscal management, maintaining high quality operations, advancing brand and messages, advancing influence, and helping to cultivate relationships and securing resources that support Rippel's efforts.

What you'll do:

- Serving as primary advisor and partner to the President & CEO, inform and articulate organizational strategy across the organization.
- Provide vision, energy, and leadership for the Rippel's strategic evolution towards continued innovation and expanded impact. Translate this vision into actionable strategies that will amplify the organization's work.
- Formalize the organization's critical functions and influence roles, including the creation of a fundraising and business development function to enable the organization to grow and diversify its funding and asset base.
- Reposition the shift from focused project-based programmatic activity to broader portfolio focused and leveraged influence, and design and build programs, policies, and initiatives that drive equitable outcomes and address systemic barriers to equitable health and well-being.
- Lead, develop, and empower a high-quality staff of experts and innovators who can autonomously drive progress, and enable the team to have greater impact and influence with the organization's regional and national partners.
- Embrace and maintain an exciting team environment that is creative, impact-oriented, generative, and highly-collaborative, and foster a trans-partisan culture deeply committed to diversity, equity, and inclusion.
- Guide the organization's strategic communications efforts, including messaging, positioning, tone, and approach, ensuring alignment with organizational strategy; further position Rippel as a thought leader advancing innovative solutions and systems transformation in America.
- Serve as a prominent partnership builder, fundraiser, and creative connector by cultivating and maintaining relationships with key funders and stakeholders and by forging new and innovative strategic alliances and coalitions; drive capital and strategic investments and partnerships that will enhance structure, capacity, mission-alignment, and growth.
- Work with corporate, health, and philanthropic leaders as well as with members communities, and be a visible leader in Rippel's target sectors and their associations where appropriate. Serve as a convener with peers and experts to explore cutting edge

issues and strategies and take ideas to action.

- Utilize deep knowledge of systems thinking/transformation, change management, philanthropic/cross-sector innovation, and experience leading public, private, and innovation-oriented actors in the field to influence regional, state and national level strategies, policies, infrastructure, and funding mechanisms.
- Anticipate industry trends and identify collaborative opportunities to leverage work being done by other comparable institutions and foundations; monitor growth initiatives that enable expansion and increased impact.

Who you are:

- You are a dynamic, and entrepreneurial leader who thrives in a sophisticated and impact-oriented environment, bringing passion and high energy.
- You have leadership experience in complex environments across multiple sectors and ecosystems, and you have a proven track record of success in helping organizations drive innovation, growth, and navigate transformative change and evolution.
- You are visionary, bold, strategic, and bring a spirit for risk-taking; you are eager to push the boundaries of what is possible to reimagine tomorrow – including potentially disruptive solutions that push past the status quo in favor of equitable systems transformation.
- You are knowledgeable about health care and social determinants of health and well-being and relevant structures, systems and public policies impacting health equity.
- You bring experience managing diverse teams, providing direct feedback, thought partnership, coaching and performance management to support their success, particularly during times of growth and change.
- You build infrastructures that hold true to mission, encourage creative endeavors and growth; you drive implementation and maintain standards of high performance and accountability while fostering continuous learning, and improvement.
- You are a champion for diversity, equity, and inclusion.
- You have experience serving as a key influencer, actively engaging and managing diverse internal and external stakeholders, and you bring a demonstrated ability to use both consensus and directive leadership as appropriate.
- You have superior listening, communication, and diplomatic skills.
- You have excellent interpersonal skills and high EQ; you are fun to work with and low ego.

EDUCATION

An undergraduate degree from an accredited college or university is required. An advanced degree and/or pertinent experience is preferred.

COMPENSATION

A competitive compensation package, commensurate with experience and skills, will be offered to attract the most qualified candidates.

KORN FERRY CONTACTS

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