

RISING TIDE®

FOUNDATION

<https://www.risingtide-foundation.org>

SENIOR PROGRAM MANAGER – FREEDOM IN PRACTICE OPPORTUNITY GUIDE





Are you a Senior Program Manager who craves adventure? Are you looking for a meaningful, international position to help global citizens become more empowered and equipped for success? Would you like to live in central Europe, near cosmopolitan cities, charming villages, high mountain peaks and immersed in a variety of languages and cultures? The Rising Tide Foundation (RTF) supports cancer research, social/educational, and libertarian programs with a strong commitment to the empowerment of the individual.

The Foundation's goals are to maximize individual potential, build capacities through education, and create opportunities, so that people everywhere can achieve freedom of choice. Empowering individuals to develop their skills to make a difference for themselves and the greater community is at the core of Rising Tide. The foundation further, through the Rising Tide Foundation for Clinical Cancer Research (RTFCCR), is advancing studies and programs that deliver results for cancer patients.

Established in Schaffhausen, Switzerland (30 miles / 49 km from Zurich) in 2010 with the aim to advance innovative ways to create positive change in healthcare and empowerment, RTF is growing and thriving. Primarily a philanthropic grant-maker today, Riding Tide has previously been engaged in a number of entrepreneurial activities in intellectual property management and investment advice and is now refocusing in both the primary foundation and the RTFCCR.

The Foundation's international, impact-driven philanthropic grant plan is organized into three funding programs: cancer research, social/education, and libertarian-focused grants. Since its establishment, Rising Tide Foundation has approved funding for approximately 100 projects in 20 countries across its three interest areas.



Until now, a single portfolio of freedom-focused and social/educational grants was managed by one Senior Program Manager. Due to the Foundation's strategy to increase support in the freedom/empowerment area, these grants will now be managed by a focused Senior Program Manager to steward and grow opportunities for funding for qualified programs. Previously, this area of focus was classified as "libertarian" whereas now the Foundation is moving toward the philosophical shift of freedom and economic empowerment to describe its work in this arena.

The Freedom in Practice portfolio of grants funds programs that focus on advancement of entrepreneurship, innovation, or projects aligned with libertarian core values like self-organization or property rights. Rising Tide supports the fresh approach of application of libertarian principles to individuals directly in addition to supporting theoretical development and study.

Rising Tide Foundation is seeking an experienced Senior Program Manager to strategically develop and grow this program to the next level. This is a new position. The role will be based in the Foundation's office in Schaffhausen Switzerland. Relocation opportunities for candidates, particularly those from the US and the UK may be available, and would be envisioned as a three year minimum commitment. The Foundation's business is conducted in English.

The Opportunity: Senior Program Manager

The Senior Program Manager will be a thought leader; a visionary responsible for the development, progression and impact of the Rising Tide Foundation's freedom program, overseeing a significant portfolio of international grant projects. As an integral part of the Foundation's grant-making team, this role will provide both strategic oversight to the portfolio of grants and prospective grantees, will serve as chief expert on staff of libertarian/economic freedom subject matter, and will invite and review applications and make recommendations for expanded funding.

The successful candidate will provide overarching leadership as well as execution, adherence to and compliance with the Foundation's philanthropic mission, strategy, goals, and operating practices. A manager possessing an execution, direct application, and implementation mindset vs. only a theoretical or academic focus on libertarianism is essential. This is an exceptional opportunity for someone who wants to live and work in Switzerland, travel internationally and engage broadly, deeply and proactively in freedom enhancing projects globally.

The Rising Tide Foundation grants team consists of a Director, three Senior Program Managers (this being an additive position to the existing two), and a Program Manager. Additionally, other staff members in Management, Operations and Administration round out the team. The Foundations team reports to the CEO of Rising Tide.



Performance Objectives

Leadership and External Presence

- Expands current project funding to a broader array of recipient organizations, thus ensuring more projects propelling freedom-focused work is active around the globe.
- Manages grant awards for approximately 10–15 projects, from Letter of Inquiry review through board approval to evaluation of completed programs.
- Adherence to milestones, impact, and other measurable outcomes.
- Serves as the Foundation’s internal and external visible expert in libertarian thinking and practice; supports, collaborates and works with Foundation colleagues.
- Ensures consistent and efficient promotion and representation of Rising Tide Foundation’s grants, program resources, and activities in the libertarian/classical liberalism “space” by establishing and building partnerships, strategic allies, collaborations and networks internationally.
- Establishes self and RTF (in first 36 months) as a leading authority on libertarian principles application, thus further expanding the footprint.

Project Management

- Oversees the due diligence and recommendation of grants to the Grant Review Committee. Manages the release of funds and reimbursements as approved by the Foundation Board.
- Creates and administers grant agreements.
- Prepares reports and presentations on current projects for the Director as well as the Advisory and Foundation Boards.
- Works with other team members on impact management and other special projects as needed by the Foundation’s leadership.
- Works cooperatively with Legal and Financial staff and other divisions as needed to ensure grant activity is compliant with all laws, regulations and policies.
- Develops an annual operating budget for the portfolio and ensures that grant activity is administered within budget guidelines. Regularly monitors budgets and cash flow statements. Demonstrates fiscal responsibility and efficient use of all organizational resources.
- Identifies and seeks out opportunities for process improvement and efficiencies and ensures all portfolio processes are documented.

Planning and Evaluation

- Develops and implements ongoing and long-range evaluation and review of the effectiveness of freedom-focused grant and program resources and activities in consultation with Foundation Advisory Board and Rising Tide leadership.
- Spearheads monitoring, evaluation, impact measurement and financial review related to grant and program award activity.
- Maintains consistent and real-time reporting on the portfolio’s financial position, funded programs’ status and outlook and ensures fiscal responsibility.



The Qualified Candidate

The successful candidate will possess a strong and demonstrated commitment to the ideals and enactment of the principles of freedom that embody the mission of Rising Tide.

The chosen candidate will relocate to Switzerland, but this search is seeking a global applicant pool to review.

Specific Requirements Include:

- Passion for Rising Tide Foundation's mission and the philanthropic sector in general.
- Strong background in the libertarian or classical liberal philosophy and network in the field.
- Proven ability to identify, execute and evaluate transformational programs.
- Strong analytic and strategic-thinking skills, with demonstrated ability to create, implement and monitor complex plans and translate those plans into goals and concrete strategies.
- Emotional intelligence and interpersonal skills necessary to build long-lasting and close relationships with multiple stakeholders.
- Ability to and interest in travel, mostly internationally, approximately 20% visiting grantees, attending/leading conferences and being visible in the networks supporting freedom/libertarian thinking and practice.
- Career track record that shows stability with an organization and capacity to develop and nurture relationships culminating in overall success and a track record of increasing responsibilities in a nonprofit, NGO or Foundation.
- A minimum of 5 years of progressive experience in managing an impact-oriented program portfolio (grant making, impact investment, venture philanthropy, NGO, corporate foundation, etc.) preferred.
- International experience preferred; current passport required.
- Bachelor's degree required; Advanced degree preferred.
- Fluent command (written and spoken) of English is required; German knowledge is an advantage.

This position offers a competitive salary. In addition to standard benefits in Switzerland, RTF offers additive retirement funding and an incentive program. Relocation support is offered. All inquiries will be held in strict confidence.

The Rising Tide Foundation is an equal opportunity employer and does not discriminate on the basis of race, color, gender, religion, age, sexual orientation, national or ethnic origin, disability, marital status, veteran status, or any other occupationally irrelevant criteria.

Candidates may apply by clicking the APPLY NOW button below.

APPLY NOW

To assure confidential tracking of all applicants, no applications will be accepted via email. ALL INQUIRIES WILL BE HELD IN STRICT CONFIDENCE.

This search is being managed by Heather Eddy, President and CEO and Laura Weinman, Assistant Vice President of KEES. Questions may be addressed to lweinman@kees2success.com

KEES is a US-based retained executive search and consulting firm that builds transformative teams and leaders in the nonprofit sector. KEES was founded in 2013 as an expansion of Alford Executive Search. For more information, please visit www.kees2success.com.



More Information about Schaffhausen and Zurich Switzerland

The town of Schaffhausen is in the northernmost corner of Switzerland, in the “knee” of the Rhine in Eastern Switzerland on the border with Germany. It owes its origins to the Rheinfall waterfall: the settlement arose where shippers needed somewhere to unload and stack their goods when avoiding the rapids that were impassable for ships.

The traffic-free Old Town of Schaffhausen is considered one of the prettiest in Switzerland, on account of its many oriel windows and lavishly painted facades. Many of the fine guildhouses and merchant’s houses date from Gothic and Baroque times. The lively Old Town is very good for shopping. The town began with the street

market in what is now the Vordergasse. This is also where you will find the High Gothic St. Johann church with its remarkable acoustics. Multiple amenities, including an excellent international school for students of all ages, are nearby.

Zurich (approximately 40 minutes via train) is Switzerland’s center of economic life and education. Located in the heart of Europe, the city offers all the modern amenities of a cosmopolitan metropolis, without sacrificing its natural side. Zurich has for years ranked among the world’s top cities in terms of quality of life. It is a boutique city that offers everything that implies, albeit in small and exquisite format.

About the Chairman, Shawn Stephenson



Shawn Stephenson is the co-founder and Chief Strategy Officer of Rising Tide, managing strategically the whole Rising Tide group and working closely with group executives.

A graduate of Wabash College, Shawn currently serves as the Chairman of the Board for Rising Tide Foundation and Rising Tide Foundation for Clinical Cancer Research.

About the Team

The CEO of all entities within Rising Tide, Wendelin Zellmayer, leads the development, execution and implementation of the long-term strategy and supports the charitable work of the philanthropic arms: the Rising Tide Foundation and the Rising Tide Foundation for Clinical Cancer Research. Integral to overall success, Wendelin also ensures the sustainability and growth of the diverse culture within Rising Tide. With a multicultural talent pool and a commitment to service excellence for the clients, it is imperative that values are maintained as the company grows.

The Foundation team will grow to five members with this new role, and is supported by professionals in management, legal, and administration. All within Rising Tide work closely with the **Board and Advisory Board**, as well as a team of external consultants.