



**THE CENTURY
FOUNDATION**

Position Specification

President

The Century Foundation



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The Century Foundation

The Century Foundation (TCF) is a progressive, independent think tank that conducts research, develops solutions, and drives policy change to make people's lives better. TCF pursues economic, racial, gender, and disability equity in education, health care, and economics, and has been at the forefront of positive change in some of the most critical areas of domestic and foreign policy for more than 100 years.

In the 1930s, TCF scholars and trustees helped President Roosevelt design and implement key parts of the New Deal. In the decades since, their work contributed to policies that make the economy stronger, communities healthier, and schools and society more equitable. TCF experts are currently leading the policy and advocacy efforts in the fight for a more inclusive economy; increased investments in affordable, high-quality child care; improving outcomes on Black maternal health; and expanding access to student loan relief, to name just a few examples.

On the occasion of its 100th anniversary, TCF created [Next100](#)—a next generation think tank putting those most impacted by public policy in the driver's seat of policy change. Next100 provides training and support to diverse cohorts who are expert in their own lives, helping to translate their creative ideas into tangible policy action.

For over 100 years, TCF and now Next100 have led evidence-based research and policy analysis that seeks to inform citizens, guide policymakers, and reshape what government does for the better. Today, the organization is uniquely poised for its next century of impact.

Learn more at: [About the Century Foundation](#); [TCF archives site](#); and the [2023 Annual Report](#).



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01 | Our Client

The Century Foundation Research Areas

Today, TCF's fellows and staff research, develop, and advocate for public policies that pursue economic, racial, gender, and disability equity across the following research priorities.

- **[PK-12 Education](#)**: TCF works so that every child, no matter their background, has access to a high-quality PK-12 education.
 - TCF's PK-12 Education team houses the [Bridges Collaborative](#), bringing together more than fifty school districts, charter schools and housing organizations to reignite the movement for integrated schools that benefit all students.
 - In addition, the [National Newcomer Network](#), originally launched at Next100 and now housed at TCF, pushes the education system to adequately support the real needs of newcomers—a linguistically and culturally diverse group that encompasses recent immigrant youth, refugees, asylees, unaccompanied minors, undocumented students, migratory children, and more.
- **[Higher Education](#)**: TCF works to create a higher education system that is equitable, affordable, and accountable.
 - TCF is well known for producing policy research and recommendations to [hold predatory colleges](#) accountable and make higher education more [affordable](#) and accessible.
 - TCF is also one of the few think tanks in the country focused on increasing funding for [Historically Black Colleges and Universities](#).
- **[Health Care](#)**: TCF's health team works to advance a universal, affordable, and high-quality health care system that addresses economic, racial, and gender disparities.
 - [The Black Maternal Health Federal Policy Collective](#), housed at TCF, leads the strategic advancement of Black maternal health through federal policy, and is a go-to resource for policymakers, advocates, the press, and the public.
 - In 2017, when the newly elected Trump administration set out to dismantle the Affordable Care Act, TCF helped lead the fight to save it. Today, TCF continues to produce research and policy recommendations to advance health care affordability, accessibility, and quality for all.
- **[Economic Opportunity](#)**: TCF fights for racial, gender, and disability justice across the economy, from efforts to strengthen the social safety net, to building worker power, to valuing care work.
 - TCF's original and influential reporting on the state of the labor movement and worker voice nationwide, innovative [Industry and Inclusion](#) initiative, [Disability Economic Justice Collaborative](#), and [unemployment insurance dashboards](#) are helping to pave the way for a more inclusive and just economy.
 - Furthermore, TCF's work on the "[child care cliff](#)" changed the national conversation on the care economy and put childcare investments at the center of national policy debates.
- **[Century International](#)**: Century International produces agenda-setting policy research with a network deeply rooted in the Middle East and built on TCF's historical commitment to international peace and security.
 - In addition to its timely and nuanced analysis of conflict in the Middle East, TCF has penned *the* [Blueprint for Progressive U.S. Foreign Policy](#) in the region.



For over 100 years, TCF has delivered original, evidence-based policy leadership that has pushed the progressive movement and the country forward.

02 | The Role

The president of The Century Foundation has the opportunity to weave the institution's legacy into a future vision of impact for its next 100 years. They will provide visionary leadership and credible organizational management to the institution, with responsibility and accountability for the strategic, programmatic, financial, and management operations. The president will safeguard and promote TCF's history and reputation as a progressive, independent think tank that conducts research, develops solutions, and drives policy change to make people's lives better. Based in either Washington, D.C. or New York City and reporting to and working with the Board of Trustees, the president will ensure that the organization advances its core commitment to advancing progressive ideas that benefit the public good through evidence-based research and policy analysis.

Specifically, the president will:

- Build upon TCF's legacy as a leading voice on progressive issues—including but not limited to its current policy priorities of PK-12 education, higher education, health care, economic opportunity, and U.S. foreign policy.
- Embrace TCF's commitment to evidence-based research and policy analysis that seeks to inform citizens, guide policymakers, and reshape what government does for the better.
- Provide credible organizational management fostering a culture of trust, constructive debate, and leadership that empowers policy action and impact.
- Ensure that the organization is managed in a manner that is aligned with its values and vision, and led by dedicated, diverse, and creative staff.
- Continue TCF's reputation of rigorous, intersectional, and relevant research, while enhancing the organization's reach and impact through its research, programming, coalition-building, and external communications and advocacy.
- Lead organizational fundraising and financial sustainability strategy to deliver on TCF's mission and programs.
- Advance TCF and Next100's efforts to invest in the next generation of policy leaders and lift underrepresented voices and perspectives into policy debates.

03 | Candidate Profile (1 of 2)

The president of The Century Foundation (TCF) will be a visionary leader who possesses the demonstrated management, intellectual breadth, and practical experience to ensure the institution's unwavering commitment to advancing progressive ideas that benefit the public good.

In terms of the performance and personal competencies required for the position, we would highlight the following (while recognizing that no one candidate is likely to have all of these strengths):

- **Visionary Leadership:** The president will bring a demonstrated capacity to define and communicate an inspiring vision for TCF and the ability to rally the Board of Trustees and team around the vision for the future of the organization. They will bring a capacity to execute against a future strategic plan and its priorities. They will be viewed as a leader with a high degree of integrity and forethought in their approach to making decisions and will possess the ability to lead in a transparent and consistent manner while always taking into account what is best for the organization.
- **Strategic Acumen and Judgment:** The president of TCF must possess the ability to make clear, timely decisions while nurturing an adaptive and self-regenerating institution that accounts for the need to balance risk management with the imperative for courageous leadership.
- **Management Experience:** The right candidate will have relevant experience in managing people and institutions and the capacity to manage a variety of constituents. A galvanizing manager, they will be driven toward solutions, accountable to colleagues, and open to innovation and transformation. They will bring a demonstrated ability to recruit, cultivate, and retain talent and to develop and maintain a healthy institutional culture that values open dialogue and is committed to diversity and inclusion. The president will drive a culture of excellence that empowers connections that are open, courageous, honest, and real, while ensuring staff can find joy and fulfillment in their work.
- **Demonstrated Commitment to Diversity and Inclusion:** The president will bring not only demonstrated experience in nurturing diverse teams where everyone feels represented and respected, but also leadership that embeds equity and inclusion practices across the organization. The president will lead with compassion, mutual respect, humility, and a willingness to engage in difficult conversations.

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- **Credibility and Commitment to the Mission:** A strong candidate for the role will model and empower the kind of progressive policy change TCF exists to promote. They will bring a demonstrated commitment to rigorous, evidence-based research to affect policymaking and advocacy and enhance the organization’s reach and impact through its research, programming, engagement with audiences, and external communications and storytelling. They will bring an inspiring and visible body of work or practical experience. The president will need to be credibly curious across the full range of TCF’s areas of work, and have a strong, well-informed grasp of the complex issues shaping the country’s future.
- **Fundraising and Financial Acumen:** The president will play a vital role in ensuring the success of the institution’s financial management, including expanding and growing TCF’s fundraising efforts, securing new revenues from diverse sources, and overseeing the performance and use of the endowment. They will bring either a track record or demonstrated capacity to raise funds, diversify funding sources, and manage development for the organization.
- **Board Management:** The president will bring a track record or demonstrated capacity to actively partner with TCF’s Board of Trustees to strengthen the development and operations of the Board as well as play an active role in Board recruitment.



Compensation and Contact Information

The compensation available for the role considers a variety of factors including but not limited to individual skill set, previous/applicable experience, and other organizational needs. The estimated salary range for this role is \$350,000 to \$450,000. This range represents The Century Foundation's good faith and reasonable estimate of the possible base salary range at the time of posting and is one part of the total rewards provided to employees.

The Century Foundation is committed to diversity and building an inclusive environment for people of all backgrounds. Everyone is encouraged to apply, including women, LGBTQIA people, people of color, and people with disabilities.

Russell Reynolds Associates has been exclusively retained for this search and prospective candidates are invited to contact RRA directly. All inquiries and discussions will be considered strictly confidential. To apply for the role or submit a nomination, please reach out to tcfpresident@russellreynolds.com.



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