



**Rooted in
Humanity**

Chief Mission and Impact Officer

Executive Leadership Team

Reports to:	President & CEO
Direct reports:	Director of Communications
Classification:	Exempt, full-time
Location:	Washington, DC (Greater Washington region) – Hybrid
Travel:	Local travel to meet with local partners; national travel 2–3 times annually for conferences.

About The Meyer Foundation

The Meyer Foundation is working towards a vision of a just, connected, and inclusive Greater Washington community in which systemic racism and its consequences no longer exist. We support organizations that are building power to achieve a racially and economically just Greater Washington region. The Meyer Foundation is committed to building and maintaining a collaborative, inclusive workplace culture. We actively seek candidates who reflect and share our values and have experience in philanthropy.

Position Summary

The Chief Mission and Impact officer is a newly created executive role responsible for organizational effectiveness, mission stewardship and storytelling, staff and board racial justice learning, and external positioning of the Foundation. This position will work across the organization to create a comprehensive and compelling story of the Foundation's work and impact including both our grantmaking and our work beyond grantmaking (convening, communications, impact investing, cohort work, etc.). Using Meyer's story, the Mission and Impact officer will develop and help implement a strategy to position Meyer externally to influence the field of philanthropy regarding the importance of funding racial justice work.

This role is also responsible for working with the Communications Director and Sr. Communications Associate to elevate the Foundation's work and impact publicly through strategically elevating grantee partner stories and the Foundation's racial justice journey, work, and impact.

Additionally, this role serves as an advisor to the President & CEO on questions of field dynamics, positioning of the Foundation, and supporting the CEO in moments of external pressure to help steward the Foundation's voice.

Reporting directly to the President & CEO and serving as a core member of the Senior Leadership Team, this role sits at the intersection of organizational effectiveness, mission stewardship, and sector influence. This position will also provide thought leadership on Foundation initiatives to reduce reliance



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on external consultants who currently support the Foundation. The Chief Mission and Impact officer is expected to bring executive-level judgment to the Foundation's work.

The Chief Mission and Impact officer has one direct report, the Communication's Director. They lead through influence, credibility, and rigorous cross-functional collaboration.

Key Responsibilities

Organizational Effectiveness and Mission Stewardship (Internal)

- Serve as a strategic thought partner to the President & CEO on organization-wide priorities, positioning, learning and influence.
- Support the President and CEO in overseeing non-grant initiatives (convening, impact investing, strategic partnership, etc) in order to ensure cohesion with the rest of the Foundation's programs, alignment with mission, and impact in moving the Foundation's mission forward.
- Work in partnership across the organization to tell a comprehensive and compelling story of the Foundation's work and impact. Including working with the Program Director for Learning & Impact, Vice President for Community Partnerships and Strategy, Chief of Staff, and others to translate the totality of Meyer's work into a narrative on how the Foundation's activities are supporting/accomplishing our mission.
- Develop and lead the staff's learning to include skill building, understanding historical context, and additional support needed to advance the Foundation's mission.
- Assist in the development of a board learning plan to ensure that the board stays informed and deeply connected to the Foundation's work.
- Provide facilitation and thought partnership to staff and build internal capacity in an effort to reduce reliance on external consultants.

Public Position and Storytelling (External)

- Develop and support execution of Foundation's strategy around influencing the field and philanthropy on the importance of racial justice by elevating Meyer's work, story, and impact.
- Represent the Foundation externally, and position other member of staff to advance the mission and build support in the sector for funding racial justice by being a credible spokesperson with funding colleagues, coalition allies, and racial justice institutions.
- Represent the Foundation at convenings, coalitions, and public forums, and help shape the Foundation's position within the broader racial justice and philanthropic fields.
- Work closely with the Communications function to ensure the Foundation's external voice is consistent, timely, and reflective of organizational strategy.
- Counsel and support the President & CEO in the moments of external pressure (political, philanthropic) regarding the position the Foundation should take to steward the Foundation's voice through moments that matter with public statements and/or field debates.



- Monitor the external landscape (peer funders, movement partners, policy environment) and translate insights into recommendations for the President and senior leadership team.
- Help build the Foundation's profile among peers, national philanthropy, and movement institutions.

Programmatic Elevation

- Partner with leadership and the Communications Director, elevate the Foundation's work externally, through our strategic communications function, to continue building the case for continued investment in racial justice movements, organizing, and power building within the sector.
- Lead or co-lead special projects as needed, coordinating with staff and departments across the organization, from concept through implementation.

Qualifications

- 15+ years of leadership experience, with meaningful time in racial justice, social justice, or philanthropic organizations.
- 10+ years of experience in brand strategy, communications, storytelling, editorial writing, visual communications or multimedia production.
- Superior writing, editing, and editorial judgment, with the ability to translate complex issues for a wide range of audiences.
- Demonstrated experience supervising staff and projects.
- Track record of representing an organization externally with funders, partners, or coalitions, and of building durable strategic relationships.
- Experience in contributing to or leading a learning agenda for staff and board members.
- Ability to lead through influence; strong at building trust and driving alignment across organizations.
- Deep, demonstrated commitment to racial justice, including fluency in racial equity frameworks and their application to organizational and field strategy.
- Exceptional written, verbal, and public communication skills; comfort serving as a spokesperson in high-visibility settings.
- Comfort with ambiguity. This is a newly created role, and the successful candidate will shape it as much as fill it.
- Bachelor's degree required; advanced degree in a relevant field a plus, though not required in lieu of equivalent experience.
- Proficiency in Microsoft Office Suite, Canva, Mailchimp, and Adobe Creative Suite.

Core Competencies

- Strategic thinking — sees around corners, connects the Foundations internal story to external opportunity.



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- Executive presence — represents the Foundation credibly at the highest levels, internally and externally.
- Systems orientation — understands how racism is imbedded in systems and the interconnectedness of systems.
- Relationship-building — earns trust quickly with partners, Board members, and colleagues.
- Racial equity fluency — brings a structural analysis of race and power to strategy, partnerships, and organizational practice.
- Adaptability — thrives amid growth, ambiguity, and evolving organizational needs.

The Meyer Foundation is an equal opportunity employer committed to building a diverse, inclusive team. We strongly encourage candidates of all backgrounds, and particularly those with lived experience related to our mission, to apply.

Compensation & Benefits

Salary: \$185,000 - \$250,000, commensurate with experience. The Meyer Foundation offers a comprehensive benefits package including [medical/dental/vision, retirement contribution, paid time off, sabbatical, professional development, etc.]

How to Apply

To apply for the Chief Mission and Impact Officer position, submit your application, resume and cover letter via the link below. We are accepting through Friday, October 16.

[APPLY HERE!](#)