

**POSITION:**

Director, Talent Strategy & Development

**ORGANIZATION:**

Fidelity Foundations

**ABOUT THE ORGANIZATION:**

The Fidelity Foundations are a group of private foundations that fund a diverse set of programs on a national scale. The Foundations are committed to advancing the long-term vibrancy of communities through capacity-building investments in non-profits from across arts and culture, education, conservation, medical science, and economic opportunity. We have a deep history of funding organizations in Boston and New England for over 50 years. We also support non-profits that strengthen the communities in other regions of the country where Fidelity Investments employees live and work.

Today, the Foundations are at an important and exciting stage in our organizational history, having grown and evolved in recent years. As our strategies and organization continue to develop, we are seeking individuals with skills and expertise that support the advancement and execution of a long-term portfolio of significant and strategic philanthropic investments.

As a capacity-building funder, the Foundations seek to make catalytic, lasting investments in non-profits at strategic inflection points and support projects that substantially enhance their impact and sustainability. Our values of excellence, integrity, respect, collaboration, and a deep sense of humility guide our grantmaking which is executed quietly, and most grants carry external anonymity.

**ABOUT THE POSITION:**

The Director, Talent Strategy & Development is responsible for developing, managing, and overseeing the Foundation's talent needs: multi-year organizational planning and development; talent acquisition and onboarding; ongoing review processes and performance management; employee engagement; and learning & development.

Reporting to the Vice President of Operations and working closely with related-entity HR constituents, the Director is a key contributor to organizational strategy and is responsible for building, evolving and sustaining talent development practices, initiatives and resources that support innovation, productivity, and long-term organizational success. The Director partners with executives and managers and serves as a trusted resource to all colleagues.

The successful candidate will be a strategic leader with proven experience in talent development within a complex, matrixed, and evolving organization. They will have experience leading ongoing transformational work and supporting organizational growth and development through the design and implementation of relevant talent management programs.

Specific responsibilities include, but are not limited to:

- Develop and lead the execution of a long-term strategy for talent development for the organization, in support of the organizational long-term plan.
- Interpret evolving needs of the growing organization and act as a strategic partner to senior leadership in developing and implementing new approaches

- In collaboration with executives and managers, support the evolution of organizational design and roles for sustainability and success; develop new role descriptions where needed
- Oversee and manage recruitment processes directly and in partnership with multiple search partners, cultivating and maintaining relationships with search partners
- Serve as a leader and guide in talent development processes, facilitating engagement and adoption of best practices across the organization
- Identify learning and development needs of the organization and execute trainings and opportunities that advance growth for individuals, teams, and the broader organization
- Act as a Talent team liaison to the DEI Council, serving as a champion of initiatives and leading in execution of key talent-related projects
- Collaborate with others on the operations team to identify and execute approaches to engage staff at all levels in the broader goals of the Foundations
- Stay informed of trends, best practices, and activities in human resources and translate them back to the organization as appropriate
- Evaluate talent development against stated objectives and strive for continuous improvement

**CANDIDATE REQUIREMENTS:**

It is critically important that the Director, Talent Strategy & Development be a highly collaborative and collegial team player who listens and communicates well. Confident and knowledgeable, but humble and down to earth, they will bring a high level of intellect, curiosity, judgment, and interpersonal skills to the role. They will possess a majority of the following professional and personal attributes and competencies:

- Deep talent management experience with a strong track record of developing, implementing and leading effective talent management programs, ideally in a mission- and expertise-driven environment that is both fast-paced and evolving. Nonprofit or private philanthropy experience is a plus
- Demonstrated leadership skills and ability to build strong, collaborative relationships at all levels, drawing on a high degree of emotional intelligence and the ability to foster mutual trust and respect
- Proven experience in: strategic planning; priority setting; facilitating meetings with multiple stakeholders; and delivering projects
- Ability to work under pressure, manage and prioritize workload, meet deadlines, and maintain a sense of humor
- Ability to move work forward independently and think big picture while applying a keen eye to detail
- Ability to communicate effectively with diverse stakeholders and the ability to make compelling, cogent data-driven presentations
- Inherent curiosity, an ability to listen, and a dedication to learning
- Demonstrates a commitment to creating a positive culture within an evolving organization
- Flexibility, creativity, and drive and the ability to thrive in a complex environment
- Sound judgment, integrity, humility, and respect for confidentiality

This position will be based in Boston, MA on a hybrid schedule with a weekly requirement to work in-person with colleagues; successful candidates will need to undergo a comprehensive background check.

**COMPENSATION AND BENEFITS:**

The Fidelity Foundations offers a competitive salary commensurate with experience, an annual performance-based bonus, and a comprehensive benefits package.

The Fidelity Foundations are committed to creating an equitable and inclusive professional environment. We encourage applications from candidates with a diversity of backgrounds, experiences, and perspectives.

**TO APPLY:**

Confidential nominations and applications can be addressed to:

[Fidelitytalent@viewcrestadvisors.com](mailto:Fidelitytalent@viewcrestadvisors.com)

Viewcrest Advisors ([www.viewcrestadvisors.com](http://www.viewcrestadvisors.com)) is supporting the Fidelity Foundations on this search and is committed to social justice and access to opportunity. They actively cultivate relationships with leaders who have varied life experiences as well as the skills needed to lead strong, innovative organizations. The team is committed to your privacy and to protecting your personal data; to view their privacy policy, please visit [www.viewcrestadvisors.com](http://www.viewcrestadvisors.com).