



# Position Brief Chief Executive Officer USA for IOM

July 2024



# About The Organization

USA for IOM is a non-profit organization dedicated to supporting the mission and activities of the International Organization for Migration (IOM) within the United States. Its primary aim is to enhance the capacity of IOM to provide comprehensive assistance to migrants, refugees, and displaced persons worldwide, facilitating safe, orderly, and dignified migration for all. At USA for IOM, the mission is to advocate for the needs and rights of migrants and displaced persons, mobilize resources, and foster partnerships to support the IOM's global operations. IOM envisions a world where migration is a choice and not a necessity, where every individual can exercise their right to move freely and safely, and where migrants and displaced persons are respected and supported in their journeys towards better lives.

USA for IOM actively seeks funding and in-kind contributions from individuals, corporations, foundations, and government agencies to support IOM projects worldwide. These contributions are vital in addressing urgent humanitarian needs, supporting long-term development projects, and enhancing IOM's capacity to respond to migration crises. USA for IOM focuses on raising awareness about the complex issues surrounding migration, advocating for policies that protect the rights of migrants and displaced persons and highlighting the positive contributions of migrants to society. Through public campaigns, educational initiatives, and strategic communications, the organization's aim is to shift the narrative on migration and build a more inclusive and compassionate world.



USA for IOM supports a wide range of programs that address the immediate and long-term needs of migrants and displaced persons. These include emergency assistance, health care, education, vocational training, integration services, and efforts to combat

human trafficking and modern slavery. Its programs are designed to empower individuals, build resilient communities, and promote sustainable development. Collaboration is at the heart of their approach, working closely with various stakeholders, including governments, international organizations, other non-profits, academic institutions, and the private sector, to develop innovative solutions to migration challenges. By fostering partnerships, USA for IOM leverages collective expertise and resources to maximize impact.



# The Position

The CEO of USA for IOM serves as the key leader of the organization, working closely with the board of directors and the executive team to guide and advance the mission of USA for IOM. The CEO is responsible for overseeing the fundraising, development, & administration of programs and the strategic plan of the organization. They will further build out and lead a dynamic and collaborative team in carrying out the mission and vision of USA for IOM.

## Duties & Responsibilities

- Resource Mobilization & Fundraising for IOM's Mission: IOM Leadership has developed a growth strategy that includes significant partnership with and support from the private sector in the United States, and USA for IOM will need to be pivotal in ensuring that growth strategy is implemented.
- Mission-Driven Leadership: Maintain a practical, mission-driven mindset, ensuring that all decisions and actions align with USA for IOM's mission and goals of advocating for the needs and rights of migrants and displaced persons.
- Stakeholder Relationships: Cultivate and maintain relationships with a wide variety of key stakeholders with and for IOM, including high-net-worth donors, partners, government agencies, and the media. Continue to foster relationships founded in gratitude for the supporters of USA for IOM.
- Resource Allocation: Evaluate and prioritize aspects of the mission based on financial feasibility, making informed decisions to allocate resources effectively to support IOM projects and initiatives.
- Vision and Strategy: Shape the organization's vision, goals, and priorities to ensure alignment with its mission and the evolving needs of migrants and displaced persons globally.
- Financial Sustainability: Ensure the financial sustainability of USA for IOM through effective fundraising strategies, grant applications, and diversification of revenue sources.
- Innovation and Creativity: Encourage and foster a culture of innovation and creativity, challenging conventional thinking and exploring new approaches to address migration challenges.
- Program Development: Oversee the development and implementation of impactful programs and initiatives that directly benefit migrants and displaced persons, including emergency assistance, health care, education, vocational training, and integration services.
- Strategic Partnerships: Forge strategic partnerships and collaborations with other organizations to maximize the reach and effectiveness of USA for IOM's initiatives.
- Spokesperson: Serve as the spokesperson of USA for IOM, effectively representing the organization's mission and values to the public, media, and the wider community of supporters and beneficiaries.



# The Candidate

## Competencies & Areas of Expertise

- Proven track record in both front line fundraising, donor cultivation, partnership development, and diversifying revenue streams, as well as guiding others to do same to ensure financial sustainability. Expertise in securing funding from individuals, corporations, foundations, and government agencies.
- Demonstrated ability to provide visionary and strategic leadership, inspire and motivate teams, and drive organizational success while ensuring alignment with USA for IOM's mission to support migrants and displaced persons.
- In-depth understanding of the migration landscape, including current trends, challenges, and opportunities in migration management, humanitarian aid, and the protection of migrants and displaced persons.
- Ability to act decisively and make timely decisions when necessary. Prioritize actions that align with the organization's mission, vision, and strategic objectives, ensuring effective resource allocation and program implementation.
- Build trust among stakeholders by demonstrating consistent decision-making grounded in active listening, empathy, and a focus on the organization's mission and goals. Cultivate and maintain strong relationships with key stakeholders, including high-net-worth donors, partners, government agencies, and the media.
- Foster a culture of inclusivity, respect, and transparency within the organization. Promote a supportive environment for staff and stakeholders, ensuring high performance and personal growth. Demonstrate commitment to the principles of humanity, impartiality, neutrality, and independence in all organizational activities.

## Essential Qualifications

- Fundraising Experience: Minimum 10 years of **significant, impactful** fundraising experience. Demonstrated track record of high-dollar, transformational fundraising.
- Management Experience: 10+ years of management experience, preferably with medium to large teams.
- Strong communication skills, excellent writing & speaking skills, as well as overall professionalism and attention to detail.
- Ability to envision and convey the organization's strategic future to the staff, board members, and stakeholders.
- Commitment to inclusivity and an ability to work with colleagues and stakeholders across diverse cultures, backgrounds, and perspectives; contribute further to that diversity.
- At a minimum, a bachelor's degree.



## Location & Remuneration

USA for IOM is located in Washington, DC. The CEO is expected to work from the office consistently. A competitive, attractive compensation and benefits package will be offered to the selected candidate.

We appreciate all expressions of interest, referrals, or nominations for this role. A comprehensive CV along with a cover letter which sets out your motivation to take on such a role and encapsulates the aspects of your experience relevant to the required criteria would be appreciated.

To do so, or to arrange for a conversation in confidence, please contact:

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## About Odgers Berndtson

Odgers Berndtson Executive Search is a leading global executive search firm, assisting private and public sector organizations find the highest caliber people for senior management appointments across North America and internationally. Our reputation at the top of the executive search profession is over 50 years old. With offices in over 60 cities worldwide, our experienced executive search specialists operate with absolute discretion, integrity and care, and are expert in finding exceptional individuals for challenging roles.

