



Executive Search

DIRECTOR OF TALENT

ACUMEN

www.acumen.org

About Acumen:

Acumen is changing the way the world tackles poverty by investing in companies, leaders and ideas. We invest patient capital in businesses whose products and services offer important opportunities to people living in poverty. To date, Acumen has positively impacted over 500 million lives by investing \$154M in 167 innovative, early-stage companies in Africa, Latin America, South Asia, and the United States. But investment isn't only about capital, we've been investing in innovators for years, connecting with emerging leaders around the world and engaging them in collective dialogue, moral inquiry, and skill building.

The Vision:

Acumen dreams of a world where every individual can live with dignity. Established in 2001 by Jacqueline Novogratz, we merge the dynamism of entrepreneurship with the heart of philanthropy. Our story is one of innovation, moral leadership, and transformational change. We're on the lookout for someone who can extend beyond the conventional boundaries of talent management, embodying our core values and mission to create sustainable change in the fight against poverty.

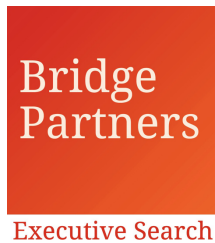
Changing the way the world tackles poverty

Our Talent Team:

The Talent team oversees the employee lifecycle across seven countries in eight cities—from advertising, recruiting, hiring, immigration, onboarding, orienting to total rewards per geography, performance, promotion, learning, development, and exits. Our employee value proposition is focused on equity, transparency, representation, and working across lines of difference. If you're curious about our current approach to representation and inclusion, [please see our case study](#).

The Role:

The Director will work closely with senior leaders to understand the values, ethos, history, and most importantly, the future direction of the organization(s) so as to bring in the talent needed to deliver on that vision. Then it's about the performance environment and incentives—the support and challenge—for talented people to realize collective goals. That's especially challenging given our commitment to transparency, so that employees understand the issues and get behind building the future of the organization together.



Key Responsibilities:

As the Director of Talent, you will be based in New York City reporting into the General Counsel. You will:

Strategize & Lead:

- Your role is to forge and execute a talent vision that harmonizes with our employee value proposition that is deeply rooted in Acumen's mission. You'll craft strategies that resonate across the entire employee lifecycle. Your leadership will navigate the complexities of an international nonprofit, ensuring our approach is as diverse and dynamic as the communities we serve.

Global Recruiting:

- You will orchestrate a comprehensive suite of talent services, from the initial advertisement of roles to the final stages of an employee's journey. Your mandate is to ensure these processes are timely, responsive, accurate, and imbued with Acumen's commitment to diversity and inclusion – not as an add-on, but as a fundamental thread woven throughout the tapestry of our organization.

Performance Optimizer:

- Your role will be to manage a performance evaluation and feedback process that is meaningful, values aligned and ensures that our team is primed to tackle the challenges of our mission with the relevant skills, project management, problem-solving and unleashed creativity. You will navigate difficult conversations with grace and confidence.

Operational Guru:

- As a leader in our global organization, you'll have facility with all of our operational systems which function as the backbone of Talent processes, and have the experience to problem-solve and to direct smooth day to day functioning.

Coach:

- More than a leader, you will be a trusted confidant for our team members, offering guidance to navigate challenges and fostering a culture of fairness and problem-solving. You will also serve as a reflective sounding board for our senior leaders, helping them to navigate their own challenges and to collaborate effectively.

Organizational Catalyst:

- Your role is to nurture an environment ripe for innovation, where informed decisions and continuous improvement are the norms. By fostering this culture, you contribute to a workplace where every team member is empowered to contribute to our overarching goals.

Narrate & Engage:

- Beyond the internal realm, you will articulate the narrative of Acumen's talent journey to our board and senior leadership, translating day-to-day operations into compelling stories of progress and impact. Your voice will also extend externally, representing Acumen's brand and mission on public platforms, showcasing our commitment to attracting and nurturing top talent in our fight against poverty.



Decentralize & Guide:

- Empower our regional teams by decentralizing strategies, offering localized solutions that resonate with their unique contexts while staying true to Acumen's overarching values and essential processes. Stay attuned to the latest trends and tools in the people space, integrating them judiciously to bolster our mission.

In this role, you are not just managing talent; you are shaping the very fabric of our organization, embedding our values into the core of our operations, and driving forward the mission to engage change and build a world based on dignity, where every human being has the same opportunity.

The Person:

Human Resources Expertise:

- 15 years of experience in Human Resources, with at least five of those years in a leadership capacity, demonstrating a track record of transformative people management strategies in complex organizational settings.

Strategic Human Resources Leadership:

- Exhibit an ability to intertwine strategic HR practices with Acumen's overarching goal of poverty eradication.

Influential Leadership:

- Experience in leading and building an organization's talent function while effectively collaborating, communicating and advocating across all levels of the organization.

Ethical and Principled Approach:

- Deeply align with Acumen's values, demonstrating a commitment to ethics, dignity, and equity in all HR practices—from recruitment to retirement—ensuring compliance with labor laws and fostering a culture of respect and fairness across a global footprint.

Global Perspective and Cross-Cultural Competence:

- Experience leading the talent function in cross-cultural contexts, with demonstrated ability to navigate and embrace the diversity of a global workforce.

Clear and Principled Communication:

- Communicate effectively without relying on jargon, grounding your interactions with employees and stakeholders in honesty, transparency, and a commitment to equitable practices; a readiness to travel (10-20% anticipated), to connect with our teams and missions worldwide.

Decisive Leadership:

- Demonstrate the courage to make tough decisions, maintaining a reflective and self-aware stance, aligned with the values and mission of Acumen.



Eligibility and Education:

- Bachelor's degree or higher from an accredited institution
- Possess unrestricted work authorization in the USA.

Compensation:

- Acumen offers competitive compensation, excellent benefits, and a supportive working environment.
- For this position, the base salary range is \$175,000 to \$200,000 plus an annual bonus. Internal equity considerations and the average salary of the peer range will be reviewed before making a final offer.

Vaccination Requirements:

- Proof of vaccination required.

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Join Us

Embark on a mission to redefine the essence of talent and recruitment in the realm of global impact.

With Acumen, you're not just filling positions - you're sculpting the future of how we combat poverty through strategic talent alignment.

Immerse yourself in a role where every decision, every hire, and every strategy is infused with dignity, purpose, and a profound commitment to our mission. Dive into a journey where your expertise in talent management becomes the cornerstone of transformative change, fostering an environment where every individual's potential is realized and nurtured for unparalleled impact.

To learn more about this opportunity, please contact:

Tory Clarke
Partner, Bridge Partners
tory.clarke@bridgepartnersllc.com