

A photograph of the Brooklyn Bridge and a waterfront scene. The bridge's stone tower and suspension cables are prominent in the background. In the foreground, a blue and white boat is docked at a pier, and several people are sitting on wooden benches. The scene is set during the day with some trees and buildings visible in the distance.

# BROOKLYN ORG

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**Chief Impact & Growth Officer**

A photograph of a 'WELCOME TO BROOKLYN' sign mounted on a stone wall. Below the sign are several informational posters, including a map of Brooklyn and Manhattan. The scene is illuminated by warm, golden light, likely from the setting or rising sun.

**WELCOME TO BROOKLYN**

Bridge  
Partners

Executive Search

## The Organization:

Brooklyn Org is a champion for Brooklyn. We celebrate Brooklyn's brilliance and resilience, its incomparable culture and uncompromising grit – and we demand more for our communities.

We are a platform for galvanizing giving. We are here to ensure that ideas are met with resources, challenges are met with solutions, and inequity is met with justice.

Brooklyn Org was founded in 2009 as Brooklyn Community Foundation, the first and only public foundation dedicated to New York City's largest borough. Over our 15-year history, we have moved \$130 million to nonprofits in partnership with generous Brooklynites, through our community-powered grantmaking and Donor Advised Funds.

### Brooklyn Org is a champion for Brooklyn

We are on a mission to spark lasting social change, mobilizing people, capital and expertise for a fair and just Brooklyn.

With a new model for community philanthropy, we are bringing together Brooklynites, Brooklyn backers, businesses, and broader believers in equity and justice to make Brooklyn a beacon for the world:

- **Nonprofits:** We are the advocate for Brooklyn's nonprofit community. We fund over 100 organizations annually working across every issue, while we invest in the development of emerging nonprofits and leaders.
- **Donors:** We crowdfund resources from Brooklyn, for Brooklyn, and use our deep knowledge and experience to co-invest strategically in our communities.
- **Partners:** We collaborate with Brooklyn believers—businesses, government, foundations, and more—to further our shared vision for a stronger Brooklyn.
- **Communities:** We are connected to communities and cultures across Brooklyn—and these long-standing relationships play a key role in informing our investments.



## Position Overview

Brooklyn Org seeks a visionary and results-driven Chief Impact & Growth Officer (CIGO) to help shape and scale the organization's long-term impact across Brooklyn.

The CIGO will oversee organizational innovation and programmatic impact, working closely with the President and Senior Leadership Team to expand Brooklyn Org's philanthropic reach and strengthen community outcomes across the borough.

The role blends strategy, asset development, ecosystem leadership, community impact and program oversight into a unified roadmap. The CIGO will ensure Brooklyn Org is positioned as a cutting edge, well-funded and highly effective central hub and partner for philanthropy and collaborative investment in Brooklyn.

This executive leader will also oversee Brooklyn Org's Programs Department, including management of the Vice President of Programs. Working collaboratively across departments, the CIGO will develop and deliver on Brooklyn Org's core strategic objectives, create and implement large-scale philanthropic partnerships, and identify new opportunities for innovation and impact.

## Key Responsibilities:

### Organizational Strategy, Programs & Vision

Lead the development and execution of Brooklyn Org's long-term strategic direction while ensuring alignment between strategy and programmatic impact.

#### Responsibilities include:

- Oversee the Programs Department, including supervision and leadership of the Vice President of Programs.
- Ensure Brooklyn Org's grantmaking, initiatives and community investments align with the organization's strategic priorities.
- Identify emerging community trends and pivot points for the organization, including philanthropic opportunities and innovative funding models.
- Analyze trends in Brooklyn's nonprofit ecosystem, philanthropy, and public policy.
- Advise the President and leadership team on strategic opportunities and risks.
- Align program, fundraising, and communications strategies to maximize impact.
- Identify areas of program growth, innovation, and initiative redesign.

#### Examples of strategic leadership might include:

- Identifying emerging issues in Brooklyn such as housing stability, immigrant support, economic mobility, or climate resilience.
- Developing new collaborative funding initiatives or philanthropic partnerships focused on these priorities.
- Identify and execute new programming initiatives that support growth and identified trends
- Ensure the execution of excellent groundbreaking programs.

## **Strategic Partnerships & Philanthropic Growth**

Identify, build and expand high-impact partnerships that grow philanthropic resources and deepen Brooklyn Org's role as a borough-wide philanthropic leader, in partnership with the Chief Development Officer and VP of Programs.

### **Responsibilities include:**

- Position Brooklyn as a national priority focus region for philanthropic and community investment, and Brooklyn Org as a model partner.
- Drive the growth of total Assets Under Management by working with the Chief Development Officer to identify new donor segments and innovative fund types
- Identify and cultivate partnerships with foundations, donor advised funds, corporate philanthropy, government agencies, and institutional leaders.
- Structure collaborative funding initiatives that bring multiple partners together around shared community priorities.
- Expand relationships with anchor Brooklyn businesses and institutions, such as hospitals and universities.
- Support the development of new revenue streams and partnership-based funding opportunities.

## **Innovation & Strategic Initiatives**

Incubate and launch new initiatives that expand Brooklyn Org's impact and philanthropic leadership.

### **Responsibilities include:**

- Identify and develop new programs, initiatives, and funding vehicles aligned with Brooklyn Org's mission.
- Lead cross-departmental efforts to design and launch strategic initiatives.
- Evaluate potential models that will expand community investment and philanthropic engagement.

### **Potential initiatives might include:**

- A Brooklyn Impact Investment Fund
- Community wealth-building initiatives
- Neighborhood-based giving circles
- A data and insights platform for Brooklyn nonprofits
- Small business and nonprofit partnership to strengthen community

## **Strategy Execution & Performance Tracking**

Ensure the successful implementation and positive impact of strategic priorities across the organization.

### **Responsibilities include:**

- Work with the Chief of Staff to drive execution of the President's strategic vision across teams.
- Develop key performance metrics and data frameworks to measure strategic outcomes.
- Monitor progress on strategic initiatives and ensure accountability across departments.
- Present strategic updates, policy insights, and initiative progress to executive leadership and the Board.

## **The Leader:**

### **Preferred Skills & Qualifications**

- Experience redefining or refining organizational vision and translating strategy into actionable initiatives; ability to pivot strategies in response to economic or community shifts.
- Track record of identifying and prioritizing projects or initiatives in need of redesign or innovation.
- Strong ability to assess strategic risks and develop mitigation strategies.
- Executive-level experience improving organizational operations and guiding teams through change management.
- Ability to see the "big picture" and remove hurdles..
- Extensive problem-solving skills, with the ability to identify complex issues, craft strategic recommendations, and execute solutions.
- Superior time management and organizational skills with the ability to manage multiple high-level initiatives simultaneously.
- Demonstrated ability to assess/cultivate strategic plans that align operations and culture with mission and organizational goals.
- High emotional intelligence and track record of successful convening.
- Strong presentation and communication skills, including experience briefing executive leadership and boards.
- Proven ability to lead teams in executing complex strategy initiatives.
- Commitment to strengthening organizations operationally and fostering continuous improvement.

### **Desired Experience**

- Senior strategic leadership experience in place-based philanthropy, nonprofit management, public policy, social impact, or government.
- Experience leading strategic planning, developing new partnerships and programs, and organizational growth initiatives.
- Strong understanding of the nonprofit ecosystem and philanthropic landscape, particularly in urban communities.

## **Location:**

- Brooklyn, NY (residence in one of the 5 boroughs preferred, to allow for regular work in office)
- Currently full-time employees are expected to work in the BKO office, located in Downtown Brooklyn, Monday through Thursday with occasional events on Friday.

**Compensation:**

- The salary range for this position is \$200,000 – \$220,000 and is dependent on the successful candidate's relevant experience.
- Brooklyn Org has a competitive and exhaustive benefits and leave package.

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Racial justice is an ongoing practice that we center in our work—whether by standing in solidarity with Brooklyn communities at the margins of power and access, marshaling resources to maximize the economic potential of racial justice across the borough, or continuously strengthening our community-led grantmaking approach.

Brooklyn Org is an equal opportunity employer. The Organization does not engage in or tolerate discrimination on the basis of race, color, gender identity, gender expression, religion, age, sexual orientation, national or ethnic origin, disability, marital status, military veteran status or any other protected group in the locations where we work.

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If you have an interest in this opportunity, please share a resume and brief cover note to:

**Tory Clarke**  
Partner, Bridge Partners  
[tory.clarke@bridgepartnersllc.com](mailto:tory.clarke@bridgepartnersllc.com)

Priority will be given to applications submitted by June 5<sup>th</sup> 2026,  
although we will continue to receive and review applications until the position is filled.