



## The Rippel Foundation Vice President, Strategy

### The Position

Founded in 1953, Rippel has evolved into a powerful national force in health transformation. Today, it is poised to greatly expand its work and influence.

Rippel, a private operating foundation<sup>1</sup>, seeks a Vice President, Strategy who will serve as a key organization leader to help bring Rippel to its next stage of evolution, working with and reporting to the President & CEO. The Vice President, Strategy will also be a vital thought and action partner with the Vice President, Programs and other members of the Strategy and Management Team (SMT) helping ensure the implementation of the recent three-year strategic plan while positioning Rippel for future. As part of this, the Vice President, Strategy will help guide Rippel's multi-year budgeting process focusing on partnership and resource development, as well as oversee internal business planning, organizational development, and management. Outstanding candidates for the Vice President, Strategy position will come to this work with a high level of emotional intelligence and executive functions, outstanding communication and facilitation skills, and a deep passion for and alignment with the Rippel's mission and vision.

### Background

Rippel knows that creating a cohesive, sustainable, and equitable system for health and well-being requires simultaneously improving population health and fundamentally redesigning how we deliver quality care. Despite knowing this for decades, America's historically siloed efforts have not been able to achieve this goal on their own. That is why Rippel focuses on transforming our health ecosystem by working with visionary national and regional stewards to design and execute the strategies needed to reshape regional systems. Rippel is committed to a three-part strategy to seed innovations:

- **Research and Development:** Rippel designs and conducts targeted research and development projects focused on gaining a greater understanding of what hinders or accelerates health transformation and creates the conditions for change;
- **Place-Based Work:** Rippel partners with peer organizations, engages deeply with regions across the country, and works with influential national organizations to empower leaders through joint exploration, experimentation, and learning;
- **Influence:** Rippel provokes shifts in mindsets and actions through active participation as advisors and partners, direct engagement through workshops and presentations,

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<sup>1</sup> IRS re-designation pending

network and relationship development, storytelling, publications, tool dissemination, and more.

Rippel measures impact by how well its work influences the thinking, actions, and successes of others. The organization is constantly testing and improving approaches to increase capacities for leading systems change while bringing forth the necessary conditions for new approaches to take hold and flourish across regions, states, and eventually the nation. Rippel wants to ensure its efforts are at the cutting edge of accelerating transformation in the field as a whole, not just specific to a region, issue, perspective, or disease.

That's why Rippel has committed to two major initiatives, [ReThink Health](#) and [FORESIGHT: Designing a Future for Health](#), both of which engage well-positioned, cross-sector leaders and partnerships in building their capacity to reimagine their health ecosystems while creating policy and leadership environments for transformation to thrive. It is why the organization takes on leadership roles in Grantmakers in Health; the National Academies of Sciences, Engineering, and Medicine's Population Health Roundtable; and other national efforts. It is why Rippel publishes in Health Affairs and other peer reviewed journals, pursues an active communications strategy, and invests in highly innovative research and development efforts. It is why the organization works with local coalitions like the Trenton Health Team and Be There San Diego; health systems like Jefferson and Carilion; and includes on project advisory boards representatives from Best Buy, Lyft, and Hennepin Healthcare along with ConsejoSano, HealthBegins, and the National Domestic Workers Alliance.

Rippel doesn't pursue these activities solely with its own funds. A diverse set of grantmakers, including the Robert Wood Johnson Foundation, Blue Shield of California Foundation, the Kresge Foundation, and fifteen other philanthropic partners from across the country, as well as numerous organizations who have contracted with the organization for services, have contributed almost \$13 million to Rippel's program activities over the last five years. Rippel has grown from a small grantmaking institution to now employ a team of staff and contractors to manage a diverse portfolio of active initiatives. The team works in offices in Morristown, NJ and Cambridge, MA, and in strategic locations across the country.

Rippel is positioning itself for the long-term because that is what it will take to co-create a cohesive, sustainable, and equitable system for health and well-being. Through persistence, creative exploration and adaptation, bold and disruptive ideas, and valuable partnerships, Rippel is meeting today's challenges head on to alter the way the US envisions health.

To advance Rippel's efforts and strengthen both its strategic and operational functions, we seek a Vice President, Strategy to add to its amazing team. Reporting to Rippel's President & CEO, Laura Landy, the Vice President, Strategy position is a unique and critically important opportunity for a

top-tier, action-oriented executive to help optimize Rippel's position for growth and continued impact.

## Responsibilities

### Provide Leadership

- Refine, design, and help guide execution of the organization's strategic plan and multi-year budgeting process
- Partner with the President & CEO and team on the identification and development of a continuous pipeline of forward-looking, high-impact strategies and opportunities, as well as the processes for opportunity assessment and priority setting
- Develop a key partnership with the Vice President, Programs as well as with other members of the SMT to advance Rippel's goals
- Partner with the President & CEO to develop and manage a high-level advisory board of influencers and thought partners

### Develop Partnerships & Assure Resources

- Help assess short- and long-term financial requirements and lead efforts to build, coordinate, and assure execution of critical partnership and resource development efforts
- Develop efforts to diversify funding streams including the potential for fees-for-service, grants, matching funds, sponsorships, value payments, and more
- Expand and nurture a strong network of partners, funders, and collaborators including building effective and efficient contact and grants management systems and capacity

### Advance Organizational and Operational Excellence

- Assess, recommend, and implement, with the guidance of the President & CEO, efforts to strengthen organizational culture and operating structures
- Creatively engage and enhance organizational capacity to build high-leverage partnerships and pursue opportunities
- Assure the development and nurturing of a collaborative, supportive, aligned virtual organization

## Qualifications

- Years of visionary, entrepreneurial, and progressively responsible experience working in a variety of fields or sectors that may include, but not be limited to, health, catalytic philanthropy, policy, think tanks, consulting, corporations, community, and academia
- Demonstrated success as a visionary thinker and leader who is excited by solving complex problems in a continuously changing environment
- Experience leading and working in a matrixed team structure
- Proven ability to engage with leaders from across sectors, experiences, perspectives, and

backgrounds

- Comfort with the ambiguity and iteration that comes with working at the frontiers
- Skills at working collaboratively to frame ideas and implement processes to get things done
- Success in developing and executing creative, high-impact partnerships and revenue generation strategies
- Passion for building lasting cultures and infrastructures to optimize effectiveness and capacity
- Authentic commitment to diversity, equity and inclusion
- Value being part of a team and constructively solving problems
- Bold, creative, adaptable entrepreneurial and business mindset
- Powerful and persuasive speaker and writer, and talented facilitator with the ability to shape and guide exciting and sometimes challenging conversations
- Curiosity, high intelligence, ability to learn quickly, eye toward the future
- Commitment to spend substantial time (2-3 days per week) in the Morristown, NJ office

Visit Rippel's [website](#) to learn more about its approach and team, or [ReThink Health](#) and [FORESIGHT: Designing a Future for Health](#) to learn more about its programs. This position description is based upon material provided by Rippel, an equal opportunity employer.

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