

Prysm

INITIATIVE

Vice President, Operations & Strategy

Position Profile

Mission & Purpose

Prysm Initiative believes philanthropy can transform the lives and futures of women, girls, and entire societies.

We equip philanthropists with strategic advisory services to make game-changing investments that tackle the most pressing reproductive health challenges facing women and girls worldwide. By guiding funders toward high-impact opportunities, we help drive lasting, systemic change that improves lives and strengthens societies.

About Prysm Initiative

Big-picture philanthropists seeking to create more just societies, enhance security, stability, and prosperity nationally, or those aiming to mitigate climate change and improve the quality of life globally, may overlook the vital role of women in their calculus. At Prysm Initiative, we demonstrate the real-world benefit of investing in women to address the root causes of society's most pressing challenges. Providing women access to global reproductive health care allows them to lift their communities and participate in achieving global aims. Importantly, investments in global women's health deliver some of the greatest returns of economic and social benefits, especially in the poorest countries, while advancing at the same time security and international peace.

In 2023, a group of leading funders in the global women's health sector – Children's Investment Fund Foundation (CIFF), Gates Foundation, Hewlett Foundation, and Packard Foundation – outlined the creation of a new organization designed to attract new philanthropic investment. Based on recent events, a changing focus of global funding, and a rapidly shifting geopolitical environment, Prysm Initiative will generate net-new funding for global reproductive health by partnering with the sector to identify high impact opportunities so that U/HNWI can invest with confidence and deliver impact that will improve lives and strengthen societies.

Governance Structure & Operating Model

Funding is fully committed for Prysm Initiative's inception phase by its founding donors: CIFF, Gates Foundation, Hewlett Foundation, and Packard Foundation. Prysm Initiative's inaugural Chief Executive Officer started in January 2025 and is now building out a team of approximately 10 staff, starting with three leadership positions: Vice President, Program Investments; Vice President, Communications; Vice President, Operations & Strategy.

The CEO and leadership team will work together in the first year to develop Prysm Initiative's strategy, services, and operating platform in order to begin engaging in the following core tenants of work:

- **Philanthropic Advising:** Engage with and guide U/HNWI donors on learning journeys; advise donors on customized / bespoke high-impact funding opportunities in the global reproductive health sector.
- **Program Investments:** Design, build, and curate a "funding menu" for high-impact philanthropic investment; source opportunities from the global reproductive health field; build and maintain partnerships with the field; educate donors on sector initiatives and trends.
- **Donor Communications and Outreach:** Guided by the objective to create clear and compelling points of entry into the sector for new philanthropists, develop content, narratives, and communications materials for general audiences and in support of customized donor engagement activities; support efforts on donor events and experiences.
- **Operations:** Liaise with Prysm Initiative's fiscal sponsor, as well as manage outsourced operations and internal administration.

The Opportunity

Prysm Initiative is seeking a Vice President, Operations & Strategy to lead all internal support functions as well as manage the strategic development and planning efforts for the organization. Working closely with the CEO to build out Prysm Initiative's strategic business model, and to design a corresponding operating environment, the VP will ensure effective strategies and systems are in place for the short- and long-term, including overseeing board engagement and relations on these matters.

The VP will be instrumental in creating the internal platform and planning processes Prysm Initiative needs to mobilize its mission and strategy. Reporting to the CEO, the VP will bring executive leadership and significant global operations capabilities to the team, helping to develop its culture and values and coordinating all internal strategies to advance goals and objectives. The VP is also responsible for managing the relationship with Prysm Initiative's fiscal sponsor.

Key Responsibilities

- **Organizational Strategy & Planning:** In close partnership with the CEO, and with oversight from the Board, develop and execute on the strategic priorities for the organization, including identifying the systems and processes that will allow Prysm Initiative to scale its work to raise significant funds for the global reproductive health sector. Develop and coordinate the annual planning process and budgeting process.

- **Operations Leadership:** Lead the Finance, Human Resources, and Technology functions, and corresponding activities being handled by Prysm Initiative’s fiscal sponsor and other vendors providing outsourcing services. Ensure the organization has quick and accurate access to financial information to inform decision-making.
- **Human Resources Strategy:** Lead human resources and culture strategies, instilling a “coach and mentor” philosophy within Prysm Initiative; build a human resources function that includes professional development, compensation and benefits, employee relations, performance evaluation, and recruitment.
- **Team Support & Training:** Support and train team members in mapping workflows to metrics and annual work plans; create and run reports and performance dashboards to track progress; oversee data management and hygiene as needed.
- **Technology Infrastructure & Systems:** Ensure contracted support for technology infrastructure and digital security is scoped and scaled for Prysm Initiative’s mission. Design and maintain a robust content management system and process for managing client information; instituting appropriate policies, internal controls, operational standards, and procedures that reflect best practices.
- **Risk & Security:** With support from consultants as needed, develop and implement a risk management strategy to identify, assess, and mitigate potential threats to the organization and its operations. Monitor and analyze security systems and protocols to ensure compliance with best practices, while proactively addressing vulnerabilities.
- **Board and Funder Relations Support:** Develop and implement systems for reporting, tracking, and supporting funders of Prysm Initiative, including supporting the administrative aspects of all grant agreements.

Ideal Candidate Profile

Prysm Initiative is seeking a Vice President, Operations & Strategy who is an agile, entrepreneurial, and strategic leader with experience operationalizing global strategies. The VP will be skilled at designing and moving start-up initiatives to scale quickly and effectively, and will have a demonstrated track record of independently collaborating and communicating with a diverse set of internal and external partners.

This is a truly unique opportunity to help launch a mission-focused organization with the aim of raising significantly more capital for the global reproductive health sector, and to ultimately have a meaningful impact on women and girls worldwide. Prysm Initiative is poised for ambitious growth with its new leadership, governing Board, and financial resources ready for deployment. The VP will bring a seasoned, strategic, and impact-oriented mindset with expertise in scaling start-ups through strategic planning, operations, people, and processes.

The VP will enable and empower the Prysm Initiative team to do their best work towards clear, yet evolving goals and objectives. This includes building adaptable business strategies, effective systems, and operating infrastructure. Given the start-up nature of the organization and its evolving business model, Prysm Initiative seeks a leader who can facilitate planning processes with stakeholders to map the strategic path to build the organization.

The successful candidate will be a self-starter and self-disciplined, driven by Prysm Initiative’s mission and a demonstrated passion for breaking new ground with an innovative business

model. Combined experience in the philanthropic and the NGO sectors is highly desirable. Additional skills include:

- **Strategic Planning:** Ability to manage strategy development processes, anticipate future consequences and trends, and incorporate them into organizational plans.
- **Leadership:** Exceptional capacity for managing and leading people both directly and through influencing skills; a team builder who has experience in scaling up organizations; ability to connect to staff both on an individual level and in large groups; capacity to enforce accountability, develop and empower high performing team members, and promote entrepreneurship.
- **Results Orientation:** A proven track record establishing and working towards goals; ability to consistently make good decisions through a combination of analysis, wisdom, experience, and judgment; high level business acumen including successful budget management; and problem solving, project management, and creative resourcefulness.
- **Capacity Building:** Ability to effectively scale an organization and its capacity, helping to develop a top-notch team and the processes that ensure the organization runs smoothly.
- **Action Orientation:** Enjoys challenges; able to act and react as necessary, even if limited information is available; not afraid to take charge of a situation.
- **General Operations:** Broad experience with the full range of organizational functions and systems, including strategic development and planning, budgeting, business analysis, finance, information and risk management systems, and human resources.

Candidates must bring a minimum of fifteen years of relevant operations and project management experience with international organizations. Comfort in start-up contexts is essential, as is an understanding of how to build systems, IT, and workflows for a global team while in growth mode. Experience using cloud-based relational database systems, such as Salesforce, is strongly preferred. A background in managing, building, and developing teams is required.

Compensation and Benefits

The salary range for the Vice President, Operations & Strategy is \$200,000 - \$250,000 USD and comes with a competitive benefits package, including health coverage, dental and life insurance, retirement benefits, paid parental and sick leave, vacation, and holidays.

To Be Considered

Position Location & Travel

The Vice President, Operations & Strategy position is open to candidates with U.S. work authorization. Ability to travel frequently is required. While Prysm Initiative is in start-up mode, it does not currently have an office, though one is being considered in Washington, D.C., with the potential of establishing a hybrid in-office work culture. Candidates who are able to work on a hybrid schedule in Washington, D.C. may be given preferential consideration.

Submit Materials

Prysm Initiative values, celebrates, and supports a diverse and inclusive environment. All qualified candidates who contribute to the initiative's broad commitment to diversity are strongly encouraged to submit their materials for consideration via the **Become a Candidate** button on GoodCitizen's website.

The search for Prysm Initiative's Vice President, Operations & Strategy is being led by:

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