



CARLSONBECK

EXECUTIVE SEARCH FOR PHILANTHROPY & NONPROFITS

Position Specification



Callisto

Chief Executive Officer

09 April 2020



Carlson Beck advises **Callisto** on the basis of an exclusive consulting assignment. The following details are for your information and should be shared with discretion.



POSITION SPECIFICATION

THE POSITION: CHIEF EXECUTIVE OFFICER

REPORTS TO: BOARD OF DIRECTORS

LOCATION: CURRENTLY SAN FRANCISCO, CA; POTENTIAL TO BE FLEXIBLE

THE ORGANIZATION

Overview

Callisto is a groundbreaking, leading edge organization creating, introducing, and implementing a technology-based resource for survivors of sexual assault. Callisto's technology-based products put the survivor in the driver's seat of information capture and control as well as obtaining expert legal advice on the pros and cons of pursuing different courses of action.

In 2015, Callisto launched "Callisto Campus" to support college sexual assault survivors. It is currently available on 12 campuses across the United States, including Stanford University, University of Southern California, University of Denver, St. John's University, Canisius College, and Coe College to name a few campuses using Callisto Campus. Survivors who visit their school's Callisto Campus site are 6x more likely to report their assault.

This San Francisco Bay Area nonprofit, with an annual operating budget of in excess of \$2M, will be updating its product with major improvements in 2020, enabling Callisto to serve more survivors and detect serial perpetrators. In this new system, victims of serial offenders will be connected to a legal options counselor rather than the Title IX Office of their school.

Legal options counselors help survivors understand a wide range of options for taking action to protect their community (e.g., report to police, report to HR representatives, report to the Title IX Coordinator, go public). They will also help victims of the same perpetrator share information with one another and coordinate their actions in a confidential, protected fashion.

For additional information on Callisto, please see www.projectcallisto.org.

THE POSITION

Callisto is an organization driven by a passion for collaborative and transformative social change. This is an excellent opportunity for an experienced, skilled executive to lead Callisto in fulfilling its mission and to



shape the future of the organization as through the release of enhancements to the product as well as opportunities for collaboration above and beyond its traditional college campus partners. A primary responsibility of the CEO is to be able to clearly and compellingly articulate support for Callisto's mission.

The CEO is the executive leader and manager of the Callisto team. The CEO is currently working in the organization's Bay Area office leading a team of senior staff who oversee product development and engineering, legal services, as well as fund development. The CEO is the executive responsible for top-line revenue from all sources as well as operational expenses; the CEO will have true P&L responsibility for Callisto.

The CEO is the public face of Callisto, responsible for serving as spokesperson for Callisto's mission and product offerings. This will include public speaking such as participating on panels at conferences as well as presenting to funders and donors. The CEO also represents Callisto to current and future partners and customers.

The CEO is Callisto's chief fundraiser for the organization, presenting the case for support to investors, funders and donors. Requisite relationship building, cultivation, solicitations, and stewardship will be under the CEO's purview. Appropriate staff support is available for these critical revenue generating activities.

The CEO reports to the Board of Directors, keeping them informed of organizational and product progress, as well as obstacles or constraints to business operations. The CEO will establish a robust CEO-Board dynamic and relationship, based on transparency, disclosure, communication, and partnership. The Callisto Board seeks a thoughtful and respectful partnership with the CEO, enabling and empowering the chief executive to serve effectively in that role while also effectively fulfilling its governance responsibilities.

Given Callisto's emphasis on meeting its mission through technology and its current operational priorities, candidates with experience in the technology sector and bringing new products to market are strongly preferred.

Callisto strives to ensure that its commitment to diversity, equity, and inclusion is evident in its organizational practices, structure, and culture. The organization will intentionally attract, select, develop, and retain individuals who represent a multitude of identities and backgrounds.

QUALIFICATIONS / EXPERIENCE

Education: Bachelor's degree, with an advanced degree preferred.

Experience: Minimum of 15 years of experience in public health, technology, tech-for-good, public policy, philanthropy, business, social impact or social enterprises, including building and leading new ventures and organizations, teams, programs, with at least five of those years in positions of senior or executive leadership.



Specific Responsibilities

- Lead, manage, and mentor the team to develop and implement Callisto's products, including inspiring and mentoring the existing high performing team; engage external vendors for functions such as communications and monitoring and evaluation as necessary.
- Serve as an external local and national presence that publishes and communicates product and program results with an emphasis on the successes of the products as a model for local, regional and national replication.
- Ensure ongoing local programmatic excellence, rigorous program evaluation, and consistent quality of finance and administration, fundraising, communications, and systems; recommend timelines and resources needed to achieve the strategic goals.
- Build and maintain new donor and funder relationships and deepen existing ones; lead fundraising efforts to develop long-term sustainability of programs.
- Be the frontline liaison to product and program partners, responsible for developing a trusting relationship, aligning on expectations, hosting regular meetings, and regularly updating program partners.
- Ensure effective systems to track scaling progress, and regularly evaluate program components, to measure successes that can be effectively communicated.
- Ensure that Callisto continues as a thought leader in survivor agency and information management and action.


Competencies / Attributes

The successful candidate **will be:**

- Passionate about advancing the solutions available to survivors of sexual assault.
- Sufficiently knowledgeable about tech products to effectively manage Callisto's product development team and the product development process.
- Skillful and experienced in managing, motivating, and mentoring high caliber staff, with a demonstrated track record thereof.
- Thoughtful, innovative, and action/solution driven.
- Relationship and people-focused, and operations-oriented, entrepreneurial, and independently proactive.
- Committed to the values of social justice, diversity, equity, and inclusion as a critical component of a healthy society.
- Culturally competent with the ability to engage, inspire and work effectively with a wide array of stakeholders, including business, government, education, community, and nonprofit leaders, policymakers, elected officials, donors, and institutional funders, and others to affect systemic change.
- An effective builder of trust amongst colleagues, internal and external, based on actions and words.
- Able to make difficult decisions when necessary, including when limited information is available.
- Agile, adaptable, and an effective change agent and movement leader.

The successful candidate **will have:**

- Confidence, professional credibility, and executive polish.
- Excellent oral and written communication skills and passionate and persuasive public speaking and presentation abilities.

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- Ability to communicate across different sectors and groups effectively; a thoughtful listener with a willingness to seek and consider multiple perspectives and possible solutions.
 - Proven success in designing and bringing new products to market, as well as growing and stewarding new programs
 - A demonstrated track record of building and managing high caliber teams, with a high level of retention.
 - An unwavering commitment to quality programs and data-driven program evaluation.
 - Ability to set and achieve strategic objectives, and effectively manage the financial resources and budget to keep an enterprise sustainable.
 - Ability to work well in a participatory, team-based environment with an appreciation for teamwork and the consistent rhythm of feedback that's required to do exceptional work.
 - Proven fundraising savvy and success.

COMPENSATION

A competitive compensation package, including a comprehensive benefits package, will be offered, commensurate with experience.

For additional information regarding this opportunity, please contact:

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