



TEMPLETON WORLD
CHARITY FOUNDATION

Position Specification

Templeton World Charity Foundation
President

Our Client

The Global Templeton Philanthropies (Templeton World Charity Foundation and Templeton Religion Trust) share a mission of funding interdisciplinary research and scientific breakthroughs that lead to spiritual progress. Templeton World Charity Foundation and Templeton Religion Trust were created by Sir John Templeton and foster ambitious thinking, bold experimentation, and creative communications from their operational headquarters in Nassau, Bahamas.

The 25 person team of Templeton World Charity Foundation supports the grant-making of both Templeton World Charity Foundation and its client, the Templeton Religion Trust, totalling an annual grant payout of approximately \$75M - \$100M USD.

For more information, please see the websites of the [Templeton World Charity Foundation](#) and the [Templeton Religion Trust](#).

The Role

The presidential role represents an exciting opportunity to carry out Sir John Templeton's vision. The role requires a humble leader with intellectual curiosity who is creative and energetic; agentive and accountable; and who can innovate and explore while maintaining donor intent.

The President of Templeton World Charity Foundation is responsible for all aspects of the Foundation's philanthropic activities as well as effective stewardship of its financial resources, including day-to-day operations of the Foundation. While Templeton World Charity Foundation and Templeton Religion Trust are legally distinct grant-making entities, the President is involved in grant-making for both entities. Although they share a common mission, each entity has developed its own grant-making strategy over the last decade. The new President will have the opportunity to creatively align these strategies within the philanthropic vision of Sir John Templeton. In doing, and across all of his or her responsibilities, the President will also need to ensure that the governing bodies of both the Templeton World Charity Foundation and the Templeton Religion Trust are informed and engaged.

The President will be supported by a well-developed organizational team and a strong operational, administrative, and financial structure to facilitate programmatic work.

The successful candidate will play a key role in programmatic strategy development to carry out the vision of Sir John Templeton, building on existing successful strategies, identifying opportunities for alignment and expansion, and bringing forward creative and innovative ideas.

The successful candidate will be required to reside in Nassau, Bahamas.

The President will report to the Templeton World Charity Foundation Board of Trustees and engage with the governing bodies of its client, the Templeton Religion Trust.

Specific Responsibilities:

As the leader of a dynamic and global organization, the President plays a crucial role spanning (1) organizational leadership and development, (2) strategy and development of philanthropic grant-making, (3) engagement with stakeholders including the governing bodies and family members, (4) public relations, and (5) financial stewardship.

Organizational Leadership and Development

- Lead a world-class interdisciplinary team of programmatic staff, business professionals and technical experts.
- Continue to develop skills and capacities of team members to further widen, strengthen and deepen the organizational structure.
- Work with service providers across various technical and business functions to ensure efficient delivery of services.
- Work with the leadership of Templeton Religion Trust to ensure efficient delivery of grant-making and other related services.

Strategy and Development of Philanthropic Grant-making

- Provide thought leadership with respect to the overall philanthropic strategy.
- Develop aligned strategies for Templeton World Charity Foundation and Templeton Religion Trust by building on successful existing grant-making strategies and initiatives, identifying areas of overlapping strengths, and exploring new strategies and ideas for grant-making, applying innovative and creative approaches to respond to new opportunities.
- Work collaboratively with other Templeton philanthropies, including the independent John Templeton Foundation, to achieve Sir John's philanthropic vision.
- Oversee grant-making activities, including maintaining a high standard of grants through the development, review, and approval processes and the administration and review of grants selected for funding.
- Work closely with the governing bodies of Templeton World Charity Foundation and Templeton Religion Trust to set strategic priorities as well as for the review and approval of the majority of grant proposals.
- Enable organization-wide learning about the impact of philanthropic activity at individual grant, portfolio and enterprise-wide levels.
- Establish productive connections among researchers, policy makers and practitioners in areas relevant to the philanthropic strategies of the Templeton philanthropies.

Engagement with Stakeholders

- Maintain regular interaction with the governing bodies of both Templeton World Charity Foundation and Templeton Religion Trust to ensure alignment and coordination on strategy and operations.
- Create an active engagement and open dialogue with the family members, the members of the governing bodies, and other external stakeholders with respect to philanthropic endeavors as well as to evolve a thoughtful understanding of donor intent.
- Communicate and coordinate regularly with other Templeton philanthropies.

Public Relations

- Build a shared identity for the Bahamas-based Templeton philanthropies, including exploration of branding strategies.
- Represent the Bahamas-based Templeton philanthropies within philanthropic communities globally.
- Provide thought leadership in areas related to Sir John's mission, including through written and video communications, and other external media outlets.

Financial Stewardship

- Provide oversight of financial, tax, compliance and administrative functions as directed by the governing bodies. For the avoidance of doubt, the President does not have direct responsibility for the investments of the endowment of the philanthropies.
- Manage external service providers with respect to financial, tax, compliance and administrative functions and keep the governing bodies apprised as necessary with respect to such relationships.
- Oversee the annual budgeting process, ensuring that programmatic development plans are clear, accurate, of the highest quality, and in accordance with Sir John Templeton's donor intent.

Candidate Profile

The President must reside in Nassau, Bahamas. As the candidate selection process progresses, additional information will be shared with candidates regarding relocation requirements.

The President should ideally embody the following professional qualifications, competencies, and personal attributes.

Professional Qualifications

- A Master's Degree, or higher, relevant to Templeton World Charity Foundation
- A PhD and familiarity with research preferred but is not a prerequisite

Competencies

Setting Strategy

- A demonstrated ability to understand and follow Sir John Templeton's donor intent in his core funding areas, with concrete and specific experiences in as many relevant topics as possible (Humility-in-Theology, Individual Freedom and Free Markets, Character and Virtue Development).
- Solid understanding of strategic planning, research and evaluation issues and methods, and an ability to apply this knowledge in a philanthropic setting.
- An ability to think strategically about philanthropic investment across a range of fields and disciplines.
- Ability to utilize data analytical tools for evaluation and knowledge dissemination.
- An ability to bring a global perspective and to place the Bahamas-based Templeton philanthropies on the map across continents.

Leading Teams

- Demonstrated management experience.
- Ability to inspire trust, to organize teams, and to sustain a positive, productive working environment at Templeton World Charity Foundation.

Executing for Results

- Demonstrated skills managing charitable grant-making.
- Familiarity with the management of organizations with international compliance responsibilities will be helpful and is preferred but not a prerequisite.
- Ability to manage multiple lines of work simultaneously, and to be timely in meeting deadlines.
- An attitude of ownership and interest in financial resources and budget management.

Influencing and Relationship Building

- Demonstrated ability to diplomatically and effectively manage relationships with governing bodies, other philanthropic organizations, grantees and professional colleagues.
- Ability to generate and deliver clear and persuasive verbal and written communications.
- Demonstrated success in collaborative work with both external and internal colleagues.
- An outstanding relationship builder, with a capacity to establish broad and diverse connections to a global community.

Personal Attributes

- Passionate commitment to the vision and mission of Sir John Templeton, including a strong interest in the grant-making areas of the philanthropies. This includes an interest and comfort in engaging in spiritual discussions across different religions and beliefs as well as an interest in the concept of free markets and entrepreneurship.
- Commitment to donor intent and willingness to be accountable to the operating framework and governance principles set forth by the founder.
- Curious mindset, willingness to keep learning, inquisitive, ability to ask the right questions with strong critical thinking skills.
- A humble spirit and a desire to benefit others through service.

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Templeton World Charity Foundation

- A creative, entrepreneurial and forward-looking mentality.
- Strong leadership skills including the ability to motivate and develop team members and to work collaboratively to achieve shared goals.

Contact

Russell Reynolds Associates has been exclusively retained for this search. Inquiries, nominations, and applications are invited. Interested candidates are encouraged to confidentially submit a resume and letter of interest to TWCFPresidentSearch@russellreynolds.com.