



Position Specification

National Immigration Forum
President and Chief Executive Officer

Our Client

Founded in 1982, the National Immigration Forum advocates for the value of immigrants and immigration to our nation. In service to this mission, the Forum promotes responsible federal immigration policies, addressing today's economic and national security needs while honoring the ideals of our Founding Fathers, who created America as a land of opportunity.

For 40 years, the Forum has worked to advance sound federal immigration solutions through its policy expertise, communications outreach and coalition building work, which forges powerful alliances of diverse constituencies across the country to build consensus on the important role of immigrants in America. The Forum moves the center-right into the core of the conversation around immigration policy and access.

The Forum's work is centered around four overarching priority concerns:

- *Immigration Reform and Workforce Needs* – Shaping the policies necessary to make our immigration system serve the national interest, meeting the needs of our economy, workers, and families.
- *Integration and Citizenship* – Creating the opportunities necessary for immigrants to succeed and contribute to the growth and prosperity of America; advocating for integration in the workplace and in our communities.
- *Borders and Interior Enforcement* – Developing fiscally responsible and humane policies that protect America and promote commerce, while respecting the rights of workers and employers, families, and communities.
- *State and Local Immigration Developments* – Promoting the principle that immigration law and enforcement are federal responsibilities.

Ultimately, we seek to bridge policy and politics to create the solutions necessary for our country and all its residents to prosper.

The National Immigration Forum's vision for the future is a 21st century immigration system that helps new Americans gain the opportunities, skills and status they need to realize their full potential. To achieve this vision, we bring together moderate and conservative faith, law enforcement, and business leaders as well as veterans and national security experts to weigh in with media and policy makers in support of practical and commonsense immigration, citizenship and integration policies. The Forum helps Americans advocate for the nation they seek for their children: a nation of laws and a nation of grace. In particular, we utilize our unique [Bibles, Badges and Business network](#) and our innovative [New American Workforce](#) business engagement program which normalizes the offering of immigrant inclusion programs at the worksite.

We believe critical constituencies communicating effective messages will lead to strategic and successful public policy change. From immigrant integration to immigration reform, our model has proved successful in engaging new allies and shaping public opinion, and will lead to improvements in policy or to mitigating the effects of negative policy efforts.

For more information on the Forum please refer to: <https://immigrationforum.org/>

The Role

In 2022, President and CEO of The Forum Ali Noorani will be stepping down from the role leaving behind a rich and enduring legacy. We are looking for a strategic leader of vision and diplomatic excellence to build on his legacy and steer the Forum thoughtfully and confidently, positioning it as the leading organization to bridge policy and politics to create solutions necessary for our country and all its residents to prosper.

Reporting to, and working closely with, the Board of Directors, the President and CEO will be responsible for the executive leadership of the Forum including all strategic, programmatic, financial, and operational aspects. They will lead the organization in establishing its agenda – including identifying and prioritizing key issue areas where the Forum can have tangible impact going forward – and articulating a clear and compelling vision for the organization internally and externally. They must have ease and experience working with leaders across the political spectrum in advocacy work.

The President and CEO will be a natural and persuasive communicator able to generate enthusiasm and bipartisan support for the Forum's mission and objectives. They will embrace their role as the organization's senior fundraiser and encourage a culture of development within the organization. This role requires an articulate and persuasive speaker, a deeply skilled listener, a partnership builder with a strategic approach to revenue generation, and the passion and conviction to engage new and existing donors.

The President and CEO will serve as the public face of the organization and the voice behind the Forum's mission. A trusted, independent, and impactful advocate, they will interact regularly with civic, political, and business leaders, as well as with reporters, thought leaders, influencers, and with other civil and human rights organizations.

The Forum must exemplify a welcoming culture that values the richness of every individual's life and experience. The next leader will set the tone and provide leadership to carry out the organization's diversity, equity and inclusion commitments through specific strategies and tangible acts within the organization and across the broader Forum community.

Above all, the President and CEO will position the Forum as an impactful, relevant and forward-thinking organization with the operational efficiency and agility to be effective in an evolving socio-political landscape. At every step, they will reinforce policy and program strategy and delivery, ensure consistency and coordination, promote a results orientation, and strengthen human capital across the organization. The President and CEO will be an inclusive, generous, and present manager able to foster a culture to which high-caliber staff is attracted and where they are valued, motivated, and retained.

Candidate Profile

This is an extraordinary opportunity for an influential leader to play one of the most prominent roles in the fight for immigrant rights and policy. We seek candidates with the requisite expertise and experience to lead the next chapter of this institution, and who can mobilize allies from the center and center right on the political spectrum. Irrefutable demographic changes are influencing the politics, policy, and, fundamentally, the people of the United States, and the next President and CEO will ensure America can thrive by advocating for policy change that helps new Americans gain the opportunities, skills and status they need to realize their full potential.

As the head of the Forum, the President and CEO will ideally have experience in public policy, government or civil legal services; a demonstrated commitment to combatting economic, racial, and social injustice; proven fundraising

skills and experience; significant skills engaging with media and the public, and a track record of effectively managing a substantial team or organization. They will be an inspiring leader with clarity of purpose, independence of thought, and the courage and judgment to lead the organization.

In terms of the performance and personal competencies required for the position, we would highlight the following:

Setting Strategy

- The ability to articulate an inspiring vision for the organization in service of the Forum's mission, generate enthusiasm and organizational energy and to translate that vision into clear, achievable objectives to the team, the Board, funders, and external partners.
- A leader who is recognized by others as having a high degree of integrity and forethought in their approach to making decisions, is an inclusive decision maker, and is able to act and communicate in a transparent and consistent manner while always taking into account what is best for the organization.
- Has partnered with numerous organizations and policymakers on both sides of the aisle to enact meaningful policy changes.

Communicating Internally and Externally

- A natural connector who builds strong relationships with others, demonstrates strong emotional intelligence and communicates empathetically, clearly, and persuasively.
- Excellent public speaker with strong communication skills. Dynamic and at ease in an external-facing role representing the organization with peers, partners, funders, and other external stakeholders. Able to enhance the Forum's profile in the community and convey the Forum's mission to funders and other important constituents.
- Persuasive communicator and writer, who can articulate the Forum's vision and direction effectively through mass and social media, debate, lobbying, public speaking, thought pieces, networking, and one-on-one discussions.

Fundraising and Coalition Building

- Experience building and diversifying an organization's funding base. Ability to engage with a diverse group of funders for both operational and programmatic support.
- A previous track-record of building productive and enduring relationships with partners that lead to recurring donations or revenues for an organization or company.
- An individual who embraces the role of chief fundraiser and encourages a culture of development throughout the organization and the Board.

Building, Leading, and Supporting Diverse Teams

- An inclusive, generous, and present manager who inspires enthusiasm and fosters a culture to which high-caliber diverse staff is attracted and where they are valued, motivated, and committed to the organization.
- A leader who builds, supports, and retains a diverse team by all definitions that reflects the incredible diversity of the communities the Forum serves, and upholds the Forum's commitment to the values of diversity, equity, and inclusion.
- A community builder, who aims to support and train talented professionals and advocate for their continued growth and development.
- Demonstrated success empowering, motivating, and mentoring a highly-skilled team, building a strong and cohesive organizational culture.

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