

*President
Position Profile*



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mission

The Scan | Design Foundation was established by Inger and Jens Bruun to promote and strengthen the relationship between their native Denmark and their adopted home, the United States. Throughout their lives, even after they had immigrated to the US, Denmark continued to hold a place in their hearts, and with the formation of this foundation their vision of strengthening the relationship and goodwill between the two countries is carried on.



A Rare Leadership Position

International Relations! Performing and Visual Arts! International Higher Education Exchanges! Civic and Community Development! International Policy Exchanges! Strategic Organizational Development and Leadership! Investment Management! If these excite your interest, this could be the position for you!

The Scan|Design Foundation is aggressively seeking a strategic thinker and leader to become its President. The President will have the opportunity and responsibility to lead the Foundation into the future as it shapes and implements its strategic direction to meet the mission defined by its founder, Jens Bruun and its Board of Directors.

In 2019 the Foundation had assets of approximately \$42 million and has made grants for 2020 totaling \$1.46 million to 20 programs in the United States and Denmark. The President will have the opportunity to visit a number of those grantees annually, both in the United States and Denmark. The President is expected to have a high profile with grantees and the Danish Community here and abroad.

History & Background

The Scan|Design Foundation was established in 2002 by Jens and Inger Bruun to promote and strengthen the relationship between their native Denmark and their adopted home, the United States of America. Throughout their lives, even after they had immigrated to the US, Denmark continued to hold a place in their hearts, and with the formation of this Foundation their vision of strengthening the relationship and goodwill between the two countries is being carried on. The Bruuns were the founders and owners of Scan|Design Furniture. Visit <https://www.scandesignfoundation.org/ourfounders.php> for more information on the Bruuns and their legacy to Denmark and their adopted country.

For more information about Scan|Design Foundation visit www.scandesignfoundation.org.

Scan | Design Foundation Grant Areas

Education

General Scholarships and Special Student Programs - The Foundation funds student exchange programs between U.S. and Danish Universities. The Foundation also funds programs which send U.S. students and professors to Denmark to engage in a specialized study curriculum at a Danish University.

Lecture Tours

The Foundation funds programs that have brought Danish speakers recognized in their fields to speak on topics of interest to US audiences to the U.S. for lecture tours in the areas of architecture and urban design.

Arts

Performance and Visual Arts – The Foundation funds programs which bring performing artists to the U.S. for performance tours and sponsors exhibitions of visual arts in a variety of venues.

Celebrations of Heritage – Funding for programs which sponsor or host Danish cultural celebration in the U.S.

Scholarship Programs – Funding for programs that provide performance art student exchange scholarships between the U.S. and Denmark.

Civic, Cultural and Technical

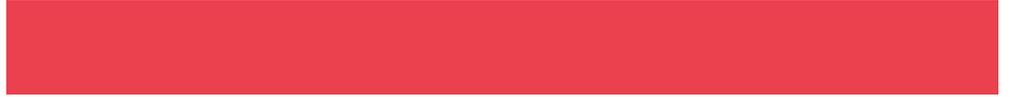
Technology and Science - Programs that facilitate the introduction and dissemination of Danish technological leadership and information to help inspire and promote applicable energy solutions in the US. The Foundation funds programs which take U.S. government, civic, and business leaders to Denmark to observe and study the science and technology employed by Denmark in resolving issues such as transportation, city planning, governmental policy, and energy issues.

Governmental Interaction/Exchange - The Foundation funds programs which bring government officials from Denmark to the Pacific Northwest and/or which send government officials from the Northwest area to Denmark, to exchange ideas and strategies for government's role in dealing with current social, technological and commercial issues.

Historical Preservation - The Foundation funds programs which focus on maintaining the historical, cultural and ethnic heritage of Danes in the U.S., or programs in Denmark that highlight and preserve the historical connection between the two countries.



Scan|Design Strengths, Focus, Challenges and Opportunities



Organizational Strengths:

- Scan|Design Foundation is the leading foundation in America dedicated to Danish and American relations
- A long history of responsible grant-making and fiscal management
- Well-known and respected in the local Danish Community
- The Foundation is well-connected and respected by the Danish Embassy and is the designated Danish Consulate in Seattle
- Excellent relationships with the universities where it funds internships and exchange programs
- Historically true to the founder's focus



Initial Focus for the President

- Become conversant with and assess currently funded programs for relevancy and effectiveness
- Develop recommendations for the board on how to develop and apply appropriate metrics to funded programs
- Review all internal processes for effectiveness
- With the Board, define and implement the Foundation's strategic direction, focus and funding priorities
- Continue re-branding efforts that are underway
- Facilitate updated website and social media presence



Longer Term Challenges & Opportunities

- Implement policy and operational system for better measuring outcomes of Foundation grants
- Evaluate impact of funding multi-year projects
- Develop recommendations on the optimum breadth and size of grants
- Develop recommendations for Foundation asset growth
- Define the focus in a new strategic plan for the Foundation
- Implement the brand plan

Position Specifics

JOB RESPONSIBILITIES

The President is the chief executive officer of the foundation and has wide latitude in leading the Foundation, subject to the policies of the Board of Directors. This is a high profile position that will interact with a wide variety of leaders and subject matter experts in all the areas in which the Foundation funds programs. The President is expected to drive the strategic direction while ensuring that the day to day functions are well managed within appropriate policy and detail.

The President is expected to be proactive in seeking appropriate funding opportunities for the Foundation as well as ensuring the Foundation's investment managers are performing at a high level. The President is expected to seek cooperative and collaborative relationships with other organizations that can help increase the effectiveness of Foundation grants and efforts. This is a strategic management and leadership position.

For a full job description please visit <https://www.hagelsearch/scandesign>.

WORKING RELATIONSHIPS

The President is expected to interact with the following on a regular basis. Teamwork and a professional public presence are essential.

- Danish Embassy and Consulate staff
- Foundation Board members
- Grantee organizations
- Investment advisors
- Local Danish community leaders
- Other foundations or funders with potential for collaboration

MINIMUM QUALIFICATIONS

Demonstrated leadership capabilities. Skill and experience in organizational change. Prior experience in foundation management, grant-making and tracking is desirable. Strong financial management and investment management skills are required. Prior experience with strategic planning and organizational development is highly desirable. Multicultural/multinational experience and a global mindset are critical.

COMPENSATION & BENEFITS

The anticipated hiring range for the position is \$195,000 to \$225,000 per year. The Foundation provides a generous matching contribution to its 403(b) retirement program, as well as fully paid medical insurance coverage. Four weeks vacation and regular holidays are provided.

The background image shows the facade of the Statens Museum for Kunst, a grand neoclassical building with a central archway and ornate details. The text 'STATENS MUSEUM FOR KUNST' is visible above the entrance. A white rectangular box with a black border is superimposed over the center of the image, containing the title 'Core Competencies'.

Core Competencies

The ideal candidate will have the ability to:

- Collaboration/Partnership. Guide cross-team and cross-organizational collaboration. Convene and manage groups. Relate well to a diversity of individuals.
- Communications. Speak effectively and compellingly. Write effectively and compellingly. Constructively challenge those with power and authority. Resolve communications problems. Manage competing interests.
- Decision-making. Delegate appropriate decisions and responsibilities to staff. Make clear and timely decisions. Draw together the information necessary for effective leadership-level decision-making.
- Financial Management. Create and manage systems and people to ensure that the assets of the foundation are being managed effectively in both internal operations and investment management. Ensure that budgets and expenditures reflect and support the mission and strategic direction of the foundation.
- Governance. Work well with the board, regardless of its composition. Contribute to board development. Adhere to clear boundaries of authority, responsibility and accountability.
- Management. Create a positive and productive work environment. Model proper staff behavior and promote inclusive practices. Create a sense of shared responsibility/credit for accomplishments and shared responsibility for challenges and failures. Maintain and lead an efficient and effective organizational infrastructure and operation according to best practices, ethical guidelines and fiduciary requirements. Manage competing requirements and interests. Use external consultants and experts effectively.
- Organizational Development. Create a work environment in which learning is continuous and staff feel comfortable taking risks to help the foundation meet its mission. Encourage staff to go outside of their professional duties and into nonprofit life as volunteers, grantees and donor. Detect changes in the organization's functioning, culture or dynamics.
- Personal and Professional Development. Conduct ongoing personal and professional development for self and staff. Work with the board to build effective two-way communications about organizational and personal performance.
- Planning. Think strategically. Lead strategic thinking and planning efforts.
- Vision Execution. Lead the creation of a shared vision with the board, staff and external groups that is aligned with the mission. Educate others on the future direction and inspire them to be supporters and advocates. Incorporate the organization's vision into its programs, budget and operations.



APPLICATION AND SELECTION PROCESS

Applications that are received **by 5:00 p.m. on February 5, 2020** are assured full consideration. It is anticipated that final candidate interviews will be held the week of March 9, 2020.

To apply or view the current status of the position go to:

<http://www.hagelsearch.com/scandesign>

All submissions will be acknowledged and will be held in strict confidence. Finalists for the position will be required to participate in a behavioral and critical thinking assessment. The assessment is web-based and helps match the candidate's traits with the desired traits for the position. All results are held strictly confidential. Finalists for the position will be required to undergo a formal background check.

Contact Information

For further information please contact: Frank Hagel (253) 572-2439 x304 or Marcia Walker (253) 572-2439 x310. Or email: frank@hagel.net or marcia@hagel.net. DO NOT submit your application to these email addresses.



EQUAL OPPORTUNITY

The Scan|Design by Inger & Jens Bruun Foundation is an equal opportunity employer. It is our policy to make all hiring and other employment decisions without regard to an individual's sex, race, national origin, religion, pregnancy, marital status, sexual orientation, ethnicity, age, or physical or mental disability.



LIVING & WORKING IN THE SEATTLE AREA

The Scan|Design Foundation is located in beautiful Seattle, WA. Surrounded by mountains and water, the Greater Seattle area features picture-perfect views and abundant recreational opportunities year-round. Seattle is one of the fastest-growing cities in the United States for a reason. Environmentally progressive, tech-savvy, artistic, festive and surrounded by water and stunning mountain views, this unique, vibrant and personality-rich city will delight each of your senses.

Named by Kiplinger's as one of the "10 Best Cities for the Next Decade," Seattle and the Puget Sound region are a great place to live, visit and do business. It's home to some of the most recognizable global companies and a diverse population of more than 3.7 million people. Whether you're looking for economic opportunity, cultural events or educational excellence, you'll find it—and much more—in Seattle.

Seattle is proudly home to many national sports teams such as the Seattle Seahawks, Seattle Mariners Baseball Club, Sounders FC, Seattle Storm WNBA and the Thunderbirds hockey team. The city is also home to one of the nation's most respected public universities, the University of Washington. With over 40,000 under-graduates and post-graduates, UW is the largest school in the Pacific Northwest and many of its departments are ranked in the top 10 for research universities in the United States.

Globally-recognized organizations including: Amazon.com, Boeing Commercial Airplanes, Microsoft Corporation, Starbucks Coffee Company, Costco, Weyerhaeuser, Nordstrom, REI, and Alaska Airlines are all headquartered in Seattle and surrounding cities.

Although known for its rain, Seattle actually is far from the wettest city in the United States. Rain jokes aside, you'll notice that most Seattleites don't even use umbrellas or wear heavy overcoats. Gorgeous summers boast mild 70 and 80 degree weather and low humidity and winters sometimes see a few days of snow, enough for the kids to get a few days off from school. Any time of the year you can reach the perfect destination for snow and water sports plus golf, hiking and camping within 45 minutes.

For more information on living in Seattle go to www.seattle.gov