

The DeBruce Foundation

Senior Director of Partnership Experience



THE ORGANIZATION

In 1988, civic leader and entrepreneur Paul DeBruce founded [The DeBruce Foundation](#) to support those in need in Kansas City and beyond. Mr. DeBruce challenged the Foundation to transcend the scope of a traditional philanthropy and embrace market forces as a lever to expand pathways to economic growth and prosperity. He assembled a transformational team of experts charged with identifying opportunities to maximize impact in the years to come.

Today, The DeBruce Foundation partners with educators, employers, and agencies to change how people pursue careers and economic well-being. Through the provision of data-informed tools, training, and resources, The DeBruce Foundation supports individuals and organizations in unlocking their potential, meaningfully navigating career transitions, and in upskilling workforces. The Foundation is committed to leading with a healthy spirit of innovation and an ethos of sustainability to ensure that the Foundation's impact is both broad and deep.

THE OPPORTUNITY

The DeBruce Foundation is seeking a driven, visionary, and collaborative activator to serve as the Foundation's Senior Director of Partnership Experience. This individual will lead the Foundation's work in bringing tools, training, and resources to new partner organizations, seeking greater impact through widespread adoption. The Senior Director of Partnership Experience will craft the partner acquisition strategy, lead partner outreach and acquisition, contribute to content development that supports successful adoption and implementation, manage and prioritize team capacity, and coordinate with the Foundation team to ensure impeccable partner experience. This role reports directly to the Executive Director & COO.

ROLES AND RESPONSIBILITIES

Roles and responsibilities for this position include, but are not limited to, the following:

- Engaging partners at multiple points in the adoption cycle
- Managing the creation, distribution, and adoption of DeBruce tools, training, and resources, to new and existing partners
- Prioritizing strategies for partner acquisition and positive partner experience
- Articulating of multiple value propositions to different partner audiences
- Leading a team to maintain partner pipeline and ensure impeccable service
- Gathering impact data and telling stories about successful partnerships
- Managing, growing, and developing a high-performing team
- Stewarding the associated budget and financially forecasting for the future
- Collecting client feedback and iterating towards positive experience and impact
- Situationally representing the donor and the Foundation externally
- Collaborating cross-functionally with The DeBruce Foundation leadership and Board

DESIRED EXPERTISE

The ideal candidate will have the following functional, people, and strategic expertise.

Functional Expertise	People Expertise	Strategic Expertise
<ul style="list-style-type: none"> • 10+ years of successive leadership experience. • Bachelor’s degree required, with advanced or terminal degree strongly preferred. • Meaningful sales, partnerships, or new business experience, especially in pipeline cultivation. • Familiarity with procurement cycles for key institutional partners. • Experience with scale, growth, and designing support systems and processes. • Experience in the field of economic empowerment, career navigation, or talent pipeline/workforce development. • Strong people, project, and budget management skills. • Familiarity with nonprofit operational context. • Deep experience with strategic planning, consensus-building, and facilitation. 	<ul style="list-style-type: none"> • Strong leadership qualities that inspire, empower, and guide a team. • Inclusive collaboration skills, a positive attitude, and emotional intelligence. • Experience building positive relationships internally and externally. • Excellent oral and written communication skills and storytelling ability. • An entrepreneurial drive and a scrappy, “can-do” attitude. • A level of composure and the ability to stay poised and polished under stress. • Consistent and uncompromising adherence to moral and ethical principles. • Strong sense of personal accountability and responsibility. 	<ul style="list-style-type: none"> • Critical thinking and problem-solving skills. • Demonstrated ability in planning and implementing long- and short-range initiatives. • The ability to clearly and efficiently communicate different value propositions to different audiences. • The ability to operate with flexibility and adaptability, with excellent decision-making instincts. • The ability to “gearshift” between strategic ideation and tactical execution. • A clear passion for expanding pathways to economic mobility and creating impact across the United States, and perhaps, beyond.

COMPENSATION & BENEFITS

The projected compensation range for this position is **\$150,000 to \$200,000 annually** and will be in accordance with the background and experience of the selected candidate. The DeBruce Foundation is proud to offer a comprehensive benefits package, and more details about employee benefits can be provided upon request.

LOCATION

This position is in the Greater Kansas City metropolitan area. General working hours are Monday – Friday, 9 a.m. – 5 p.m. at The DeBruce Foundation offices in Kansas City’s famous Plaza neighborhood, with some travel to partner cultivation events expected. As such, candidates currently living outside of the area must be willing to relocate to the Kansas City region.

Greater Kansas City has earned a reputation for being one of the nation's best places to live and work. It is routinely the recipient of awards and recognition such as being named by Far & Wide magazine as one of the most livable Cities in the U.S. in its 2023 rankings. Kansas City is home to outstanding cultural and arts facilities and major athletic teams. The region has achieved numerous high rankings in charitable giving, affordability, raising a family, the redeveloped downtown, technology, museums, sports facilities, and culinary accomplishments. Kansas City is also home to four professional sports teams: Sporting Kansas City (Major League Soccer), the Super Bowl Champion Kansas City Chiefs (National Football League), the Kansas City Royals (Major League Baseball), and the Kansas City Current (National Women’s Soccer League).

More information about Kansas City and the region can be found at:

- Visit Kansas City www.visitkc.com
- Welcome to Kansas City Video www.vimeo.com/kcadc
- Kansas City Area Development Council www.thinkkc.com
- Greater Kansas City Chamber of Commerce www.kcchamber.com
- Mid-America Regional Council www.marc.org

NON-DISCRIMINATION

CBIZ EFL Associates and The DeBruce Foundation maintain a policy of non-discrimination in employment and complies with and supports all federal, state, and local laws regarding discrimination in employment. Specifically, the organizations do not discriminate in employment opportunities or practices on the basis of race, color, gender, gender identity, sexual orientation, religion, national origin or ancestry, age, citizenship status, pregnancy, mental or physical disability, veteran status, genetic information, or any other characteristic to the extent prohibited by federal, state, or local law. Decisions regarding recruiting, hiring and promotion are made on the basis of individual qualifications related to the requirements of the position. Likewise, the administration of other human resources matters such as compensation, benefits, transfers, reductions-in-force, recall, training, education, and social/recreational programs are free from any discriminatory practices.

APPLICATION

[CBIZ EFL Associates](#), a retained executive search firm, is partnering with The DeBruce Foundation on this important and exciting search. All calls and inquiries regarding this search should be made directly to the search firm. Nominations and applications will be held in confidence. Review of applications will begin immediately and will continue until February 28, 2025. Interested candidates should email a current résumé or CV to the email addresses listed below.

CONTACT

For all inquiries, nominations, or applications, please contact the following members of the CBIZ EFL Associates team.

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