

Spitfire Strategies

Vice President (2)

Location Flexible

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About Spitfire

As a woman-owned firm, Spitfire's values are rooted in one core principle: everyone belongs and has the power to spark change. Our purpose at Spitfire is to advance racial, economic, and social justice, protect the environment, and expand opportunity. Our work mirrors this. We're relentless in our pursuit of opportunities to represent the best interests of people and the planet, whether that takes us into communities, across the country or around the world. Our team of professionals stands ready to bring — and tap into — diverse perspectives, experiences and expertise to tackle the most critical social and environmental issues of our time.

Spitfire Strategies (Spitfire) is recognized as a national leader in public interest communication — a field where professionals harness the power of branding, messaging, social media, advertising and more to drive social change. We partner with clients and develop tools to advance the field, and we share what we learn to help everyone do better. We are committed to making change and ground communication strategy in the real change our partners are seeking. Long-term change requires winning hearts and mind. At Spitfire, we have the strategic know-how and creativity to do just that.

Equity, diversity and inclusion are at the heart of our work. These values are inherent to our approach to finding and helping our partners.

For more information on Spitfire, please visit [website](#).

The Opportunity

Spitfire Strategies looks to add two Vice Presidents to their team. They seek imaginative and passionate senior leaders that understand the fast-paced client environment, welcomes complex communication challenges, and believes in the value of relationships.

Vice Presidents (VP) at Spitfire set our bar for outstanding client service. They serve as top strategists, exceptional messengers, motivators of teams and client whisperers. They craft messages that get traction, create communication plans that are smart and actionable, devise campaign plans that win, run client accounts that get renewed and train teammates to be top-notch communicators.

As leaders in the firm, they contribute to making our workplace culture positive, diverse, equitable, welcoming and inclusive. Staff trust them to advocate on their behalf. They understand how the business runs and play their part in making us a healthy company that is a great place to work.

A Vice President is a member of the Spitfire senior staff and contributes to achieving our goals. They will pursue and secure new business opportunities, contribute ideas into the overall management and wellbeing of the firm, mentor and manage staff, and identify and implement new ways to be the best communicators and social change strategists in the business.

Vice Presidents work as functional managers and matrix-style project managers and will work with many members of the Spitfire team. Vice Presidents also work in collaboration with our clients to help them outsmart their toughest challenges. A successful Vice President demonstrates proficiency in completing the following activities.

Candidate Profile

The ideal candidate for this role will be an entrepreneurial and thoughtful problem-solver who is dedicated to tackling some of the more pressing challenges of the social sector. They will be a thought leader for teams, a trusted advisor to clients, and see the potential for impact through helping clients achieve their communications vision. They will not shy away from challenging conversations, both within the firm and with clients, and have a desire to build a portfolio of high-impact work and a distinctive and leverageable area of knowledge.

While no one candidate will possess every quality outlined for this position, a successful candidate will bring many of the following professional qualifications and personal attributes:

Passion for the Mission and Commitment to Equity, Diversity, and Inclusion (EDI)

- Embodiment of the values and mission of Spitfire to inspire and motivate others to action
- Implement firm policies around recruiting, staffing, training and account management that result in top-notch client service as well as a positive work environment
- A strategic and enterprising mindset to lead with diversity, equity, and inclusion values
- Contribute to a positive workplace culture and a feeling of welcoming and belonging for all staff

Strategic Communications Expert

- Leadership experience within strategic communications, such as campaign planning, message development, training, earned media strategies, digital organizing and outreach, and individual and organizational profile building

- Track record of working with individuals and organizations to help them achieve greater impact in the communications and campaigns space with an EDI lens
- Will be innovative, curious, and experienced in establishing strong working relationships to further a client's goals
- Develop and conduct well-evaluated capacity-building trainings on strategic communications planning, messaging, media relations, etc.

Collaborator and Key Partner

- Lead effective client teams that generate results and high client satisfaction with well-directed team members who perform well and feel valued
- Experience in collaborating within a team and with key partners
- Identify new business opportunities, participate in new business pitches, create and land new business proposals and expand existing accounts.
- Enthusiastically represent the organization to existing and potential clients

In addition, strong candidates will offer:

- Experience managing/leading teams, including mentoring and coaching more junior team members
- Ability to inspire trust, to guide and facilitate complex discussions, and to move from ideas to action
- Demonstrated commitment to collaboration and the values of equity, diversity and inclusion
- Minimum of 10 years of public relations, communications, campaign, advocacy, public affairs or related experience

Compensation & Benefits

While Spitfire is targeting a salary of \$140,000 - \$150,000 commensurate on the candidate's skills and experiences, we are open to feedback from the market and would welcome the ability to connect with potential candidates who may be outside of the compensation band. Spitfire is committed to equity in pay practices.

Spitfire's compensation package also includes 100% paid medical, dental and vision insurance for employees and 50% paid coverage for dependents. Employees receive life insurance, short and long-term disability coverage, 15 – 16 paid holidays per year, and generous paid time off. Spitfire also offers paid family leave, paid sabbatical for long-term employees, flexible spending accounts, a 401(k) plan with a company match, summer hours and in-office perks.

Contact

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Please submit a compelling cover letter and resume to Alicia Salerno [here](#). All inquiries and discussions will be considered strictly confidential.

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Spitfire Strategies is committed to maintaining and promoting a workforce that reflects diversity at all levels of the organization. We strive to build a work environment that stimulates positive change and more fully reflects the clients we serve. We are an equal opportunity employer. We recognize the importance of not viewing individuals based on a single identity, and we thrive on being equitable in our recruitment process as well as in our efforts to be inclusive of all employees.

Spitfire encourages applications from all qualified individuals without regard to race, color, ethnicity, religion, national origin, sex, pregnancy, sexual orientation, gender identity and expression, age, veteran status, marital status, disability (including mental disabilities, learning disabilities and history of disabilities), genetic information, record of arrest or conviction or any other basis prohibited by applicable federal, state, or local law. If you are driven to pursue social justice, fight xenophobia, support an equitable society for all people and defend human rights, we encourage you to apply.

As an organization committed to public health, Spitfire employees must be fully vaccinated against Covid-19.

About Koya Partners

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—**The Right Person in the Right Place Can Change the World**—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

For more information about Koya Partners, visit www.koyapartners.com.