# The Global Impact Investing Network

*CEO Success Profile*

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# 01 | About The Global Impact Investing Network

GIIN

The Global Impact Investing Network, Inc. (GIIN) is the leading industry body for impact investing. Since 2009, the GIIN has worked to increase the scale and effectiveness of impact investing to solve systemic problems facing people and the planet. With approximately 450 member organizations across six continents, the GIIN serves as a hub for innovation, ideas, and information to help investors build a more sustainable, inclusive, and resilient world.

The GIIN's vision is of a world where financial markets serve all members of society and where finance plays a central role in solving the social and environmental challenges facing the global community. In this future, investors integrate impact considerations into all decisions, building strong communities, a healthy environment, and a sustainable future for all people.

As impact investing continues to gain momentum globally, the GIIN will continue to play a central role in advancing the field. Through industry research, thought leadership, convenings, and the development of tools and frameworks that strengthen impact measurement, management, and accountability, the GIIN promotes greater transparency and rigor across the market.

Through its flagship research and annual market surveys, the GIIN provides critical insights into trends, performance, and capital flows that inform impact investors worldwide.

# 01 | About The Global Impact Investing Network *(continued)*

In its latest [Sizing the Impact Investing Market 2024 Report](), the GIIN estimates that over 3,907 organizations currently manage $1.571 trillion USD in impact investing assets under management worldwide, representing 21% compound annual growth of the total impact investing market since 2019, underscoring the continued momentum and maturation of the market.

Against this backdrop, the GIIN is well positioned to play an increasingly influential role in shaping the future of impact investing. While there is uncertainty in the funding environment, requiring greater nimbleness and flexibility, the GIIN's future opportunities are exponential, including expanding geographically, broadening its capital base, deepening engagement across investor segments, and leveraging the GIIN's unique intellectual property and convening power to remain at the forefront of the industry.

As the private and public sectors grapple with complex challenges ranging from climate change and economic inequality to global health and sustainable development, the need for scalable, market-based solutions continues to grow, and investors are increasingly seeking ways to align capital with long-term societal and environmental outcomes.

As impact investing has moved from the margins to the mainstream, GIIN is positioned at the center of this evolution, uniquely equipped to help shape the future of global finance by mobilizing capital, strengthening market infrastructure, and advancing the standards, tools, and partnerships necessary to drive meaningful impact at scale.

To learn more about the GIIN, please visit [http://www.thegiin.org/](http://www.thegiin.org/).

# 02 | The Opportunity & Role

**The Chief Executive Officer will build on a bold strategy that accelerates the scale and effectiveness of impact investing worldwide. As the organization's chief executive and primary external representative, the CEO will be responsible for advancing the GIIN's mission and vision through inspiring, adaptive, and innovative leadership. By anticipating emerging opportunities, working together across the global impact investing ecosystem, and continuously raising the bar for market best practices, the CEO will ensure that the GIIN remains a trusted partner, thought leader, and catalytic force shaping the future of impact investing.**

At a pivotal moment for both the organization and the field, the CEO will guide the GIIN's strategic direction, organizational performance, and long-term sustainability. The next leader will build upon the GIIN's strong foundation, global reputation, and growing influence to deepen member engagement and value, expand the organization's reach and relevance, strengthen its financial position, and accelerate the adoption of impact investing as a mainstream approach to capital allocation.

The CEO will serve as one of the most visible and influential voices in impact investing, representing the GIIN across investors, asset owners, foundations, financial institutions, industry partners, and the broader impact ecosystem. As a trusted convener and thought leader, the CEO will help shape industry dialogue, support and amplify the work of stakeholders, champion market integrity and accountability, and advance the standards, research, tools, and practices that advance the field and help investors build a more sustainable, inclusive, and resilient world.

Working in close partnership with the Board and team, the CEO will balance external leadership with strong organizational stewardship. The CEO will ensure the GIIN continues to operate with excellence, innovation, and financial discipline, leading a talented and mission-driven team. This leader will foster a culture that reflects the organization's values of Intellectual Rigor, Curiosity & Excellence; Responsible Leadership, Learning and Adaptation; Diversity of Perspectives; and Team Spirit.

# 02 | The Opportunity & Role *(continued)*

The next CEO will inherit an organization that has helped define and shape the global impact investing market for seventeen years. They will have the opportunity to lead the GIIN during a period of significant evolution, increasing demand for private capital solutions to complex social and environmental challenges, and growing expectations around transparency, measurement, and accountability. Success will require a leader who can simultaneously serve as strategist, relationship builder, advocate, operator, and ambassador for the field.

While candidates may come from a variety of backgrounds, the strongest leaders will demonstrate a combination of mission alignment, organizational leadership, fundraising and partnership development capabilities, credibility and influence across the sector, and a genuine passion for advancing the GIIN's mission. Experience in impact investing, sustainable finance, philanthropy, investment management, field-building organizations, or related sectors will be valuable, though candidates may bring these capabilities through a variety of professional pathways.

The ideal candidate is a dynamic, mission-driven, and globally minded leader who can guide the GIIN through its next chapter while strengthening its position as the leading global voice and field-building organization for impact investing.

This leader will bring a proven ability to lead organizations through growth and transformation, build trusted relationships across diverse stakeholder groups, and inspire high-performing teams. The next CEO will bring an entrepreneurial and forward-looking mindset, balancing strategic vision with disciplined execution. They will be energized by the opportunity to expand the GIIN's global influence and shape the future of the field. Ultimately, the CEO will ensure the GIIN continues to strengthen the infrastructure, credibility, and effectiveness of impact investing globally, helping direct more capital toward solutions that contribute to a more sustainable and resilient future.

# 03 | Candidate Profile

Strong candidates for this role will demonstrate the following professional and personal leadership qualities, skills, and characteristics:

## Strategic Systems Thinker

- Brings a visionary lens to guiding the GIIN through its next phase of growth, building on its strong foundation while identifying new opportunities to expand its leadership, relevance, and impact.
- Systems thinker who understands how organizations, markets, institutions, and stakeholders interact to drive large-scale change.
- Has a demonstrated understanding of the broader ecosystem and how the GIIN can continue to build the field of impact investing.
- Ability to rationalize and critically assess current and potential activities and initiatives to ensure that resources and relationships are being utilized effectively.

## Sustainable Revenue Growth & Financial Health

- Demonstrated success securing resources, building strategic partnerships, and generating support for mission-driven organizations or initiatives.
- Ability to cultivate relationships with a range of funding sources to raise support in service of field-building and thought leadership.
- Entrepreneurial mindset with the ability to identify and pursue new opportunities to grow earned and contributed revenue.
- Experience balancing mission objectives with financial realities and organizational stewardship.
- Ability to partner effectively with the Board to expand fundraising capacity and organizational reach.

## Trusted & Credible Relationship Builder

- Demonstrated experience and reputation within impact investing with the ability to engage senior stakeholders credibly across the industry.
- Ability to serve as an authentic connector and strong external ambassador for the GIIN on a global stage.
- Comfort building trusted relationships within the ecosystem through engagement, storytelling, and skillfully adapting messaging to audiences.
- Diplomatic with the ability to navigate differing viewpoints and build alignment across constituencies.
- Ability to lead through influence, collaboration, and credibility rather than formal authority.

# 03 | Candidate Profile *(continued)*

Strong candidates for this role will demonstrate the following professional and personal leadership qualities, skills, and characteristics:

## Business Acumen & Adaptability

- Strong executive leadership experience overseeing strategy, operations, talent, governance, and financial performance.
- Ability to establish priorities, allocate resources effectively, and drive organizational focus and accountability.
- Courageous and decisive leader who demonstrates sound judgement and can make difficult decisions while maintaining empathy and integrity.
- Demonstrated commitment to developing, sustaining, and empowering high-performing teams, and building organizational capacity.
- Commitment to strong governance, fiduciary responsibility, and organizational effectiveness.

## Team & Culture Builder

- Empathetic leader with high EQ; strong written and verbal communication skills, with the ability to quickly build trust and champion transparency.
- Demonstrated experience building an entrepreneurial and solutions-forward culture.
- Track record of attracting, leading, developing, energizing, and retaining a mission-driven staff.
- Ability to foster a culture characterized by openness, collaboration, innovation, transparency, accountability, and continuous learning.
- Leads with optimism, joy, curiosity, and humility; personal integrity, humbleness, and authenticity.

## Commitment to Impact Investing

- A deep commitment to the GIIN's mission; belief in the power of capital markets to contribute to positive social and environmental outcomes.
- Demonstrated fluency in impact investing, credibility to engage a variety of stakeholders, and understanding of the opportunities within the field.
- Global perspective and cultural fluency, with the ability to engage effectively across geographies and sectors.
- Ability to balance commitment to mission with market pragmatism, ensuring that values are protected while adapting to changing funding and investor dynamics.
- Skill in translating complex impact concepts to diverse global audiences, breaking down silos, and connecting disparate groups.

# 04 | Location, Compensation & Contact

## Location

This position will be based in New York City with significant travel expected. Candidates must possess valid authorization to work in the United States that does not require employment visa sponsorship.

## Compensation

The GIIN is committed to pay equity. The salary range for this role is $300,000 - $350,000 per annum, in addition to annual performance bonus potential. In addition to salary, the GIIN offers an excellent benefits package.

The GIIN is an Equal Opportunity Employer.

## Expressions of Interest

Russell Reynolds Associates, the global search and leadership advisory firm, has been exclusively engaged for this search.

Interested candidates are invited to visit the Russell Reynolds platform to express interest at **Engage.RussellReynolds.com** where candidates will be asked to register and create a profile. From the home page, navigate to “Job Post”, click “Apply for Position”, and enter career code: **2604-344NA**.

Nominations are welcomed and greatly appreciated. Ideas or inquiries can be sent to the Russell Reynolds team at **GIINCEOSearch@russellreynolds.com**

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