



CHIEF EXECUTIVE OFFICER

Position Profile
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OVERVIEW

**We believe creativity
is essential in a future rich
with unknowns and possibilities.**

Snap Foundation develops pathways to the creative economy for underrepresented youth in Los Angeles. Our goal is to strengthen our capacity to imagine over and over again, and to inspire hope in a shared future where careers in artistic expression and economic stability are indistinguishable.

As one of the largest foundations in Southern California, our approach to grantmaking is deeply rooted in a spirit of experimentation, stewardship, and community commitment. Formed in 2017, Snap Foundation is a nonprofit funded by donations from Snap Inc. and its co-founders, Evan Spiegel and Robert Murphy.

We provide grants to ensure nonprofit organizations and collectives are well-resourced to support strong outcomes for youth and local communities across Los Angeles. Our grant-making and grant-giving, split between responsive and strategic initiatives, totals over \$10M annually.

In its first decade, the Foundation was intentionally focused on testing, learning, and building insight across a range of philanthropic approaches, including participatory grantmaking, collaborative funding opportunities, responsive grantmaking, and early-stage pilot programs. These years of ideating and adaptation have given the Foundation a deeper understanding of where it can have the greatest impact, what has worked, and where greater focus and rigor are now required to meet its intended outcomes.

The Foundation is now at an inflection point. As it approaches its second decade, it is moving from a period of broad experimentation and trust-based learning toward a more focused vision for how it can build enduring pathways into the creative economy—one that is more intentional in its priorities, more rigorous in its outcomes, and more ambitious in its commitment to Los Angeles as a strong steward of the city's creative economy.





THE CREATIVE ECONOMY IS WHERE IMAGINATION MEETS CHANGE, INNOVATION, AND ECONOMIC OPPORTUNITY.

The Opportunity: Chief Executive Officer

Snap Foundation seeks an exceptional leader with fearless vision, strategic acumen, and operational expertise to implement an ambitious strategic direction that further positions the Foundation as a nexus for creative arts and social impact philanthropy in Los Angeles. The CEO will build on a legacy of achievement, refine our grantmaking practices, strengthen our trust-based partnerships, and deepen collective community care, while helping take the organization to a new level of clarity, impact, and institutional maturity.

Working in close partnership with the Board and a small team, the CEO will lead execution of the Foundation's 2026-2030 strategic plan, shaping how that vision is sequenced and translated into an actionable and measurable roadmap, and cultivate an organizational culture aligned with its values and ambitions. This individual will advise on long-term capital deployment choices, and ensure that the organization has the right team, structure, and capabilities to deliver against its goals.

As the chief ambassador of an evolving organization, the CEO will have the opportunity to shape external messaging and positioning to elevate Snap Foundation's brand. Additionally, the CEO will develop timely and informed strategies that respond to emergent opportunities that advance Snap Foundation's priorities. As we enter a new chapter, we are particularly excited to leverage all our assets to inspire support from a broad range of audiences who are motivated to support underserved youth.

The successful candidate will be both a strategist and a builder who can honor the direction already set but create space for continued innovation and adaptation, while bringing the judgment, executive presence, and leadership required to execute it with rigor, credibility, and momentum. The CEO should be capable of leading a mission-driven institution through a period of evolution, increasing ambition, and greater public visibility.



The ideal candidate is a cultural leader with a history of exceptional leadership, who embodies a commitment to inclusive and equitable practices, able to build, motivate, and manage a team while fostering a culture of accountability, integrity, and excellence.

Enterprise Strategy & Institutional Leadership

- Provide strategic direction and oversight of administrative, financial, operational, and programming activities, in line with the Foundation's mission, vision, and values
- Refine and execute the Foundation's 2026-2030 strategic plan, translating aspirations and priorities into an integrated and measurable roadmap
- Lead strategic and program evaluation process to develop and clarify organizational direction; identify and capitalize priority areas for growth
- Determine how grantmaking, partnerships, digital engagement, data, and potential physical infrastructure work together in integrated systems of impact

Board Leadership & Governance

- Partner closely with the Board on strategic priorities, governance clarity, and major institutional decisions
- Ensure the Board has the information, framing, and support needed; define clear decision boundaries and operating cadence
- Instill a culture of high-functioning governance; maintain meaningful engagement and communication to harness their ideas, talents, and resources

Capital Allocation, Grantmaking Strategy & Impact Architecture

- Lead the Foundation's shift from broad exploratory giving toward a concentrated, outcomes-oriented portfolio
- Develop a grantmaking approach that balances trust-based values with stronger rigor, measurement, and strategic coherence
- Oversee the development of an impact framework that allows the Foundation to assess whether its investments are producing durable pathways into the creative economy
- Develop and maintain sound financial practices, deliver a balanced annual budget, provide oversight, and foster an organization-wide culture of responsible stewardship of resources and shared ownership of and accountability for goals
- Advise the Board on long-term capital deployment choices, including portfolio concentration, infrastructure investments, and organizational growth required to deliver the Foundation's strategic priorities

Field Leadership & Ecosystem Positioning

- Further strengthen the Foundation's credibility and influence across the Los Angeles creative economy, philanthropy, education, and civic sectors
- Serve as a visible convener, partner, and thought leader in areas aligned with the Foundation's mission
- Identify and advance opportunities for the Foundation to play a more catalytic role in the field
- Foster key allies in the creative community to help promote the brand and enhance programmatic excellence
- Serve as a prominent voice and advocate for creative practices and underserved youth
- Expand the Foundation's profile as a visible and credible institution helping shape the future of pathways into the creative economy
- Represent the Foundation publicly with confidence, clarity, and authenticity

Organizational Design & Leadership

- Evaluate, design, and build the organizational model, leadership team, and capabilities required for the Foundation's next phase of growth, impact, and institutional maturity
- Manage staff and consultants by instilling best nonprofit operating practices and policies, fostering a culture of collaboration, skill-building, and knowledge sharing
- Guide the team to understand and commit to the execution implications of strategic ideas and goals
- Develop protocols around recruiting, hiring, training, and managing staff to diversify, mentor, and retain talent; ensure consistent staffing structures in support of programming and operations
- Support professional development opportunities, achievements, and results-based performance

Candidate Profile

The successful candidate will be a strategic thinker, institution-builder, and established cultural leader who combines vision with disciplined execution. They will bring a demonstrated ability to lead through complexity, make consequential choices about where and how the Foundation invests its resources, and build confidence across diverse stakeholders. The ideal candidate will have the stature, judgment, and executive presence to lead through a period of strategic evolution and increasing public visibility.



Core Competencies & Qualifications

- A record of superior accomplishment in leading and managing mid-to large-size nonprofit entities in the cultural, education, civic or social impact sectors; consideration will be given to leaders from adjacent sectors who bring relevant transferable experience
- A track record of translating strategic visions into comprehensive, actionable plans
- Experience with partnering and engaging with a board of directors to effectively govern an organization
- Expansive knowledge of and connections to a broad network of field and peer contacts, with demonstrated success in driving strategic partnerships that advance institutional initiatives
- A proven track record in community-engaged leadership, with a focus on building coalitions and listening deeply and responding to the needs of varied constituencies
- Excellent and persuasive interpersonal, writing, and speaking skills including executive communications expertise
- An elevated understanding of how entrenched challenges and structural inequality affects underrepresented youth and social progress



Candidate Attributes

- Have an adaptive mindset with the demonstrated ability to work with diverse partners and stakeholders
- Have highly developed emotional and relational intelligence skills to foster trust, collaboration, and to serve as a compelling ambassador
- Be a practitioner of innovative problem-solving who has the confidence and resourcefulness to mitigate and resolve conflict but also demonstrates a capacity to learn and self-evaluate
- Have a passion for the arts and the mission, vision, and values of Snap Foundation, including an appreciation for Los Angeles's vibrant creative community

Candidacy Process

- Interested candidates are invited to submit their resumé and a detailed letter of interest that responds to the qualifications and attributes expressed in this search profile to **executivesearch@snapfoundation.org**. All materials will be considered in full confidence.
- Applications (resumé and letter of interest) should be submitted as soon as possible. The executive search consultant will review applications on a rolling basis; **applications will be accepted until August 14, 2026.**
- For nominations and inquiries, please email **executivesearch@snapfoundation.org**. To protect the integrity of our structured candidacy process, please do not call, email or message Snap Foundation's office or solicit any member of the Board of Directors or staff.

Compensation

- This full-time position offers a competitive salary and comprehensive benefits package.
- The expected salary range for this position is \$385,000-415,000.

Location

- Snap Foundation's office is located in Los Angeles.
- Responsibilities for the CEO may require an adjusted work schedule, with long work days, frequent travel and evening/weekend engagements as needed.

Snap Foundation is committed to becoming a transformational and community-centered organization that reflects the diversity of the Los Angeles communities it serves. We recognize that exceptional candidates may bring different combinations of experience, and we encourage applications from leaders whose backgrounds align strongly with the mission and opportunity, even if they do not meet every qualification listed above.