

CHILDHOOD

WORLD CHILDHOOD FOUNDATION

FOUNDED BY H.M. QUEEN SILVIA OF SWEDEN

World Childhood Foundation USA

Mission: *“To inspire, promote, and develop solutions to end sexual abuse and exploitation of children.”*

www.childhood-usa.org

New York, NY

Open to Hybrid Employment

EXECUTIVE DIRECTOR

THE OPPORTUNITY



The World Childhood Foundation (Childhood) was founded in 1999 by Her Majesty Queen Silvia of Sweden, who felt a compelling need to address the social and emotional poverty of children around the world. The Foundation's focus is on protecting children from sexual abuse and supporting those who have been subject to child sexual abuse and exploitation. Childhood supports over 84 programs in 14 countries and hosts four operating offices in Sweden, Germany, Brazil, and the United States. The Sweden office oversees the international program. World Childhood Foundation (Childhood USA) aims to inspire, promote, and develop solutions to end sexual abuse, exploitation, and violence against children in the United States.

Childhood USA seeks a mission-driven, poised, and inspirational Executive Director who has a proven record of successful fundraising. As the catalyst for philanthropy, the Executive Director will be Childhood USA's chief fundraiser in partnership with the Board of Directors and have responsibility for leading the

dramatic growth of philanthropic support in the United States. To achieve this goal, s/he will design and execute a strategic fundraising plan and lead the diversification of income sources, including individuals, corporations, foundations, and events. The successful Executive Director will establish compelling cases for support and effectively communicate Childhood USA's vision to achieve maximum positive visibility among its various target audiences and core constituents.

The ideal Executive Director will operationalize Childhood's four-year global vision in the United States to ensure Childhood's global collective impact. The candidate will shape and execute Childhood USA's plan for significant operational growth and the expansion of its three thematic areas, with the long-term goal of geographic expansion and replication. S/he will advocate for Childhood USA's strategic projects, including the further development of The US Out of the Shadows Index (in partnership with the Economist Impact) on States' Response to, and Prevention of, Child Sexual Abuse and Exploitation.

The successful candidate will serve as a spokesperson for Childhood USA's important work to various national and international audiences, including agencies, organizations, the media, and the general public. The ideal candidate will have a presence to be able to represent Childhood USA at events that it may sponsor or participate in at the United Nations or international consulates. S/he will position Childhood USA as a thought leader and expert in child protection and present the organization's work to increase visibility and credibility, inspire support, and promote public awareness about Childhood USA's achievements and success. The candidate will design and enhance communications to convey the organization's vision, goals, and programs to enhance brand recognition and awareness.

The ideal candidate will be passionate, personable, and proactive to establish Childhood USA as a leading not-for-profit in the United States. The Executive Director must understand and appreciate Childhood USA's mission and programs, and the global vision established by Childhood. The successful candidate will be organized, driven, and embrace the importance of preventing and addressing child sexual abuse, exploitation, and violence against children. S/he will be guided by Childhood's global vision and serve as an inspirational leader who will operationalize this vision to ensure global collective impact.

The Executive Director will report to the Chair, Board of Directors, and be accountable to the Board of Directors. S/he will have an operational reporting line to Childhood's Secretary General to ensure the US program contributes to the global collective impact and achievement of Childhood's global vision. The candidate will lead a team of three professionals, cultivate relationships with and engage regularly with Childhood USA's donors and prospects, and partner with Childhood USA's external vendors. The successful candidate will operate in alignment with protocols of the Swedish Royal Court. The candidate will collaborate with Childhood's other operating offices in Sweden, Germany, and Brazil, and regularly communicate and exchange information.

World Childhood Foundation USA has retained [Freeman Philanthropic Services, LLC](#) to assist with this crucial recruitment.

ABOUT CHILDHOOD USA

In collaboration with Childhood, which guides the global vision and strategy, Childhood USA works in three thematic areas – Child Supportive Environments and Relationships, Child Safety Online, and Child Focused Response to Abuse. The themes are chosen based on the areas where children are particularly vulnerable, the needs for its work are greatest, and where the organization has the greatest experience and knowledge and thus can make the most difference.

To help achieve its mission and thematic areas, Childhood USA's Advisory Council is an external group of experts who review all applications and meet with Childhood USA's staff to discuss and make recommendations to the Childhood USA Board Program Committee. The members of Childhood USA's Advisory Council are survivors, experts, researchers, and practitioners in many fields regarding children's rights, healing work, LGBTQ+ and human rights, violence and sexual abuse of children, and preventive

work with children and families at risk; they also possess a thorough knowledge of the United States and evaluation and monitoring of programs.

In 2022, Childhood USA released the US Out of the Shadows Index, a [first-of-its-kind report](#) developed by The Economist Impact. This report is designed to help uncover how states are tackling Child Sexual Exploitation and Abuse (CSEA) both in person and online. The study builds on the [Global Out of the Shadows Index](#) that was first released in 2019 and updated in September 2022. The US ranked 6th in the global study in 2019, and devastatingly dropped to 13th in 2022.

To learn more about Childhood USA's program areas, please visit: <https://www.childhood-usa.org/mission-values-2/>.

CHILDHOOD USA 2023 PROJECTS

Childhood USA leads the evaluation, monitoring, and review of projects from other organizations and provides funding for services for children in need. In 2023, Childhood USA is committed to supporting projects led by the following organizations and institutions:

- Voices for Children;
- Prevent Child Abuse Vermont;
- Prevent Child Abuse America;
- The Bridge for Youth;
- Girls for Gender Equity;
- Moore Center for the Prevention of Child Sexual Abuse;
- Safe Horizon;
- Stop it Now!;
- University of Minnesota Foundation;
- Nomi Network;
- The Nest Foundation;
- Gateway Human Trafficking; and
- Human Trafficking Front.

To learn more about projects supported by Childhood USA in 2023, please visit: <https://www.childhood-usa.org/2022-projects-we-support/>.

LEADERSHIP

Board of Directors

Childhood USA's Board of Directors is comprised of dedicated and engaged leaders committed to Childhood USA's mission, vision, and continued growth. With Her Royal Highness Princess Madeleine as Vice Honorary Chair and Paula Guillet de Monthoux as Secretary General of Childhood globally, the Childhood USA Board is a diverse group of esteemed philanthropists, finance, professionals, artists, performing artists, and Swedish nationals.

For a complete list of the Board of Directors, please visit: <https://www.childhood-usa.org/about-childhood/board-of-directors/>.

Advisory Council

Childhood USA's Advisory Council is an external group of experts, who serve two-year terms and assist in the assessment of Childhood USA's project applications.

For a complete list of members of the Advisory Council, please visit: <https://www.childhood-usa.org/about-childhood/advisory-board/>.

Swedish Royal Family



Her Majesty Queen Silvia, Founder and Honorary Chair, Childhood

Queen Silvia of Sweden founded World Childhood Foundation in 1999. For her full biography, please visit: [HM The Queen | Kungahuset](#).



Her Royal Highness Princess Madeleine, Vice Honorary Chair, Childhood

Princess Madeleine of Sweden has worked with Childhood since 2006, both in Stockholm and in the USA. She has served as a member of Childhood's Swedish Board of Directors and as an honorary Board member of Childhood USA. For her full biography, please visit: <https://www.kungahuset.se/english/royal-house/hrh-princess-madeleine>.

Childhood Leadership



Paula Guillet de Monthoux, Secretary General, Childhood

Paula Guillet de Monthoux has acted as Secretary General of the World Childhood Foundation since October 2015. Previously, she worked as Secretary General of SOS Children's Villages in Denmark. After her graduation at Stockholm University, she started her career at UNICEF in Stockholm where she built and ran their first professional fundraising department.

Ms. Guillet de Monthoux worked for UNICEF for many years in Sweden and in Switzerland. She worked for UNICEF in Zurich between 1999 and 2001 where she worked as Head of Department for Communication and Marketing Services, and eventually as head of Corporate. In 2001 she joined UNICEF's Headquarters in Geneva, where she started working as Brand Development Officer and eventually the Head of Fundraising Development and Innovation.

In 2010, Ms. Guillet de Monthoux moved with her family to Denmark where she started an independent research project on fundraising management at Copenhagen Business School as a PhD Fellow.

Apart from Swedish, Paula Guillet de Monthoux also speaks English, German, and French.



Lauren Aste, Chair, Board of Directors, Childhood USA

Lauren Aste has served on the Board of World Childhood Foundation since 2018 and as Board Chair since 2020. Based in London, Ms. Aste also serves as Executive Vice President & Chief Legal Officer of CWT where she serves on CWT's global Executive Leadership Team and manages CWT's global legal and compliance function. She is an executive sponsor of CWT's Government Affairs Task Force and CWT's Anti-Human Trafficking Task Force.

Ms. Aste joined CWT in 2007 as Vice President & Assistant General Counsel based in Paris responsible for strategic matters, including acquisitions, joint ventures and international financings. Prior to CWT, Ms. Aste was in private practice with Dechert LLP in London and Chadbourne & Parke LLP in New York.

Lauren holds a JD from NYU School of Law, a MA in French Studies from NYU Graduate School of Arts and Science and a BA from Wellesley College. Ms. Aste speaks French.

IMPORTANT RELATIONSHIPS

The Executive Director will report to the Chair, Board of Directors, and be accountable to the Board of Directors. S/he will have an operational reporting line to Childhood's Secretary General to ensure the US program contributes to the global collective impact and achievement of Childhood's global vision in the United States. The candidate will lead a team of three professionals, cultivate relationships with and engage regularly with Childhood USA's donors and prospects, and partner with Childhood USA's external vendors.

The successful candidate will operate in alignment with protocols of the Swedish Royal Court. The candidate will collaborate with Childhood's other operating offices in Sweden, Germany, and Brazil, and regularly communicate and exchange information.

The Executive Director will engage and partner with the Board of Directors and its Standing Committees, including Executive, Program, External Affairs, Audit, and Finance.

OPPORTUNITIES AND RESPONSIBILITIES

The Executive Director will be an inspired leader with passion for the mission and the demonstrated track record of leadership to contribute broadly to all aspects of Childhood USA's mission and growth. S/he will be responsible for the following:

Fundraising and Public Relations

- Design and execute a strategic fundraising plan for Childhood USA, as approved by the Board, in alignment with Childhood's global mission.
- Ensure Childhood USA's financial sustainability by leading the diversification of income sources, including individuals, corporations, foundations, and events.
- Lead the execution of campaigns and fundraising initiatives in partnership with the Board of Directors.
- Preserve long-term alliances with current donors while systematically identifying, cultivating, and soliciting new individual, corporate, and foundation prospects.
- Lead and ensure the identification, cultivation, solicitation, and stewardship of a viable and robust pipeline of prospects.
- Establish effective cases for support for fundraising initiatives, focused on enhancing brand recognition and expanding audiences.
- Maintain best fundraising practices, including defined goals, transparent methods, clear communications and record keeping, and timely reporting and stewardship.

Governance

- Operate in alignment with protocols of the Swedish Royal Court.
- Serve as an ambassador and advocate in the United States for Childhood USA.
- Partner and collaborate with Childhood's Global Secretary General to ensure collective impact and achievement of Childhood's global vision in the United States.
- Collaborate with Childhood's other operating offices in Sweden, Germany, and Brazil, and communicate and exchange information.
- Actively engage, inspire, and support the Board of Directors in strategic decisions and activities designed to advance and promote Childhood USA's work.

- Serve as liaison to the Standing Committees of the Childhood USA Board of Directors, including Executive, Program, External Affairs, Audit, and Finance.
- Partner with the Advisory Council to review all applications, meet with Childhood USA's Program Committee to discuss, and make recommendations to the Childhood USA Board of Directors.
- Assist with the identification, engagement, recruitment, and orientation of new Board members, as well as encourage and inspire current Board of Directors.

Management

- Lead Childhood USA's administrative and operational management, including finance and audit, programs, and external affairs.
- Establish processes and benchmarking standards that will ensure greater staff accountability, maximum effectiveness, and clearly defined goals, objectives, and methods with which to measure success.
- Ensure Childhood USA's financial and operational performance and integrity, including annual budgeting and providing regular financial and organizational updates to the Board.
- Effectively recruit, guide, and manage a team of diverse and highly qualified staff by promoting a culture of teamwork and cooperation.
- Ensure high ethical standards for Childhood USA and the quality of its work.

Advocacy

- Serve as a spokesperson for Childhood USA's important work to various local and global audiences, including the United Nations, agencies, organizations, the media, and the general public.
- Present Childhood USA's work and share its impact in oral presentations and in written publications to increase visibility and credibility of the organization, inspire support, and promote public awareness about its achievements and success.
- Design and implement Childhood USA's communications to convey the organization's vision, goals, and programs and enhance brand recognition and awareness.

Program Development

- Position Childhood USA as a thought leader and expert in the area of child protection.
- Shape and execute Childhood USA's plan for significant operational growth and the expansion of its three thematic areas, with the long-term goal of geographic expansion and replication, including the further development of The US Out of The Shadows Index to combat Child Sexual Abuse and Exploitation at the State level.
- Oversee the development and management of Childhood USA's program portfolio, including the selection of programs and partnerships that support the organization's mission.

IDEAL QUALITIES

Childhood USA seeks an energetic and passionate leader with the ability, stature, and track record to respond effectively to the opportunities and challenges listed above. The ideal candidate for the Executive Director will possess the following attributes and experiences:

- Passion, genuine interest, and commitment to Childhood USA's mission, vision, and programs;
- Stature, intellectual depth, compassion, and sincerity to effectively engage and collaborate with the Swedish Royal Court, Board of Directors, Childhood's Global Secretary General, staff, and leaders in Childhood's operating offices in Sweden, Germany, and Brazil;
- Interpersonal skills to actively engage, inspire, and support high-level volunteers in strategic decisions and activities designed to advance and promote Childhood USA's work;
- Proven ability to provide the strategic direction, leadership, and operational management of fundraising initiatives, resulting in marked improvement and growth;

- Demonstrated record of successful solicitations, including the design and execution of the identification, cultivation, solicitation, and stewardship strategies, and proven success in closing gifts;
- Strong management skills, including the proven ability to inspire, grow, and recruit capable and dedicated staff members;
- Unflinching integrity, combined with a strong work ethic and entrepreneurial outlook;
- Cultural sensitivity, emotional intelligence, and commitment to the highest standards of professionalism;
- Stature, poise, and relationship building skills to effectively engage, support, and motivate senior leaders from government, business, not-for-profit organizations, foundations, and key leadership in diverse communities;
- Track record of providing successful strategic direction and day-to-day operational management, including the development and execution of an operational plan, budget preparation, financial acumen, and stewardship;
- Excellent communication (writing, proofreading, speaking, presentation, and listening) skills and keen attention to detail, with the ability to effectively communicate with all levels of the organization, as well as external constituencies;
- Willingness and ability to travel nationally and internationally to advance Childhood USA's organizational and fundraising goals;
- Experience and knowledge of the area of child protection and children's rights preferred;
- Proven ability to work effectively and collaboratively within a global organization preferred; and
- Bachelor's degree required; advanced degree preferred.

COMPENSATION

The compensation and benefits package will be competitive and commensurate with the successful candidate's background and experience. The compensation range for this position is \$175,000 to \$225,000. For extraordinary candidates, Childhood USA may consider higher compensation.

DIVERSITY

Childhood USA is an equal employment opportunity and affirmative action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender status, national origin, disability, veteran status, and any other classification protected by law.

CONFIDENTIAL INQUIRIES AND HOW TO APPLY

World Childhood Foundation USA has retained Freeman Philanthropic Services, LLC to assist on this recruitment. FPS is a national leader in executive recruitment for the not-for-profit sector and brings a proven track record of recruiting top talent to diverse institutions.

Please send all confidential inquiries, applications, and nominations directly to FPS via email at ChildhoodUSA@glfreeman.com.

All applications must include: (1) an up-to-date resume; and (2) a formal letter of interest (addressed to Gail L. Freeman, President of FPS) that specifically cites the experiences that best prepare the applicant for this role and why this particular opportunity at World Childhood Foundation USA is the logical and desired next step in their career. Additional materials and information will be requested during the search and interview process.