



**LUCE HENRY
LUCE
FOUNDATION**



**PRESIDENT AND
CHIEF EXECUTIVE
OFFICER**
Position Specification

HEIDRICK & STRUGGLES



Sarah DiRoma '19, Luce Scholar, Chemistry major, Clare Boothe Luce Scholarship Program, Research, Labs, in Albertus Magnus Hall. © Providence College.



Mr. Regis Pecos, Co-Director of the Leadership Institute at the Santa Fe Indian School, Image courtesy of the Leadership Institute.

The Henry Luce Foundation

The Henry Luce Foundation is a philanthropic organization seeking to deepen knowledge and understanding in pursuit of a more democratic and just world.

It does so by nurturing knowledge communities and institutions, fostering dialogue across divides, enriching public discourse, amplifying diverse voices, and investing in leadership development.

The Foundation envisions a world in which diverse people and communities thrive — determining their own best futures and working together in pursuit of knowledge and shared understanding.

Additional Information

Website: <https://hluce.org/>

Location: New York, New York

Financial Statements: [FY 2008 - 2023](#)

Staff Size: 25

CEO Reports to: [Board of Directors](#)

Values and Commitments

For nearly a century, the Henry Luce Foundation has upheld the original intent of Henry R. Luce to honor his parents, Henry Winters Luce and Elizabeth Root Luce, and their shared vision for a better world through higher education, cross-cultural understanding, and engagement with diverse communities of faith. Honoring these roots, the Foundation recognizes that deepening understanding across a number of fronts is essential to advancing justice, democratic values, and a sustainable environment.

We believe that ideas, stories, data, creative expression, and scholarship are the tools that communities of all kinds and scales use to define themselves and their aspirations, to assert their rights, and to live and collaborate with others. Therefore, the Foundation invests in organizations, networks, and individuals who create, care for, and share knowledge for the benefit of their communities and the wider world.

We recognize that knowledge takes many forms and that knowledge makers pursue their work in many different ways, and so we cast a wide net, looking both to established and to emerging or under-recognized thinkers. We also understand that change in the world of ideas can be slow, and so we commit to fields and questions for many years. At the same time, we know that new ways of thinking are always emerging, often from unexpected directions, and so we must be attentive to what is new and innovative.

We understand that our knowledge and judgment are limited and imperfect. Therefore, we approach our work in the spirit of partnership and humility, in pursuit of a better world.

Our Programs

The Luce Foundation advances its work through seven programs. Several of these programs trace their origins back to the founder; others took shape more recently as the Foundation sought to address contemporary challenges relevant to its mission. All program funding reflects the Foundation's commitment to education, research, knowledge-driven leadership, and the exchange of innovative ideas with the public.



[American Art](#)



[Asia](#)



[Democracy, Ethics, and Public Trust](#)



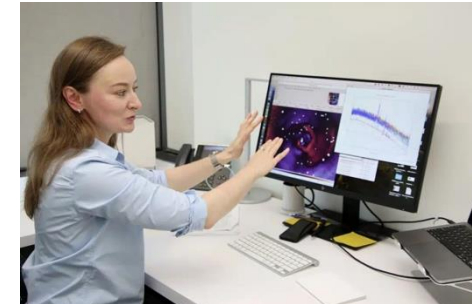
[Indigenous Knowledge](#)



[Luce Scholars](#)



[Religion and Theology](#)



[Women in STEM](#)

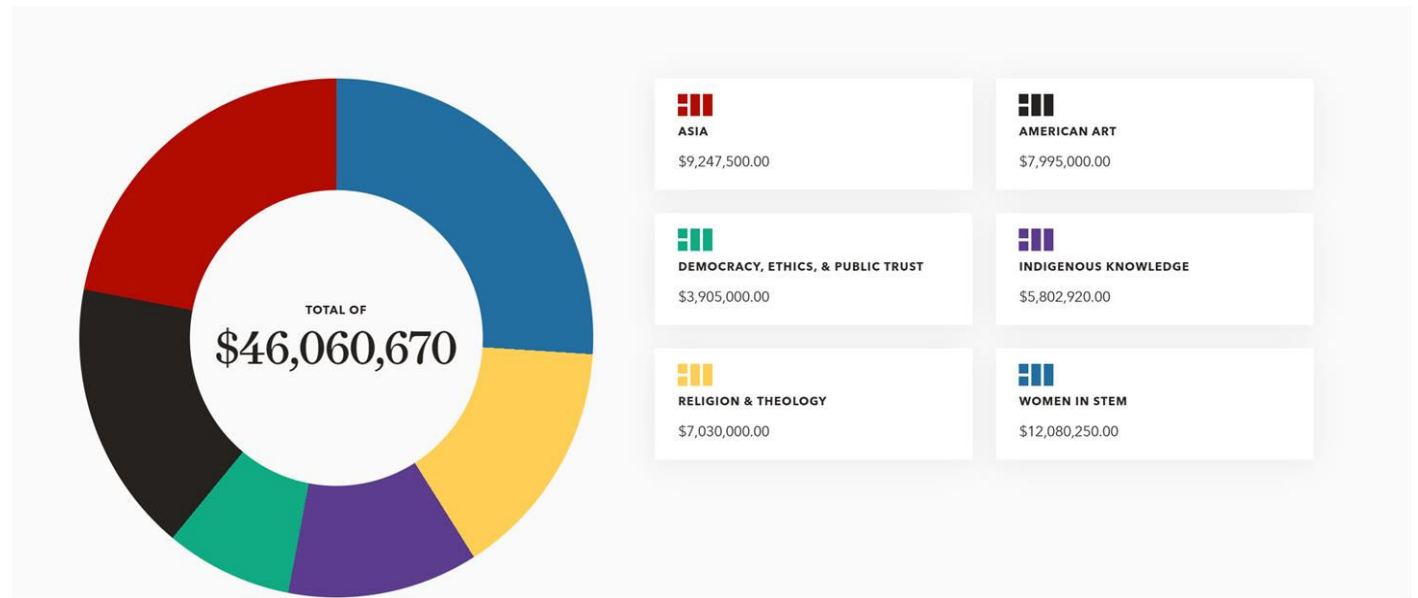
Our Grantmaking

Henry R. Luce and his family believed in the power of bold ideas in the hands of inspired and committed leaders. They understood that change depended on experiential knowledge, intellectual inquiry, and human connection. The Foundation honors their vision by investing in knowledge makers, seeding new ideas and approaches, fostering the next generation of leaders, supporting public scholarship, and creating opportunities for constructive dialogue and finding common ground.

The Luce Foundation supports projects at universities, policy institutes, media organizations, and museums, among many other organizations.

The Foundation has awarded more than \$1 billion to hundreds of organizations since the Foundation’s establishment in 1936.

2023 Grants Awarded by Program



The Moment

The Henry Luce Foundation will welcome its fifth CEO in the Foundation's 88-year history.

In this dynamic moment in philanthropy, the President and CEO of the Luce Foundation will be a strategic and visionary leader committed to building upon the success and transformation driven by its former leaders and positioning the Foundation for its 90th and centennial anniversary celebrations. This work has included refreshing the Foundation's mission, vision, values, and commitments—a future-focused renewal grounded in the Foundation's history and deepening its dedication to inclusive knowledge-building. The Foundation expanded its grantmaking strategies to recognize and embrace a broader range of knowledge-makers and creators, as well as made critical investments in Luce's organizational infrastructure and human capital necessary to carry out high-impact grantmaking.

As such, the next CEO will join an organization with a steadfast commitment to its legacy of taking a long view of its philanthropy and at the same time evolving to meet the changing needs of the future. With key investments in technology and organizational structure already bearing fruit, the CEO can focus on guiding the Foundation's efficacy and influence in its areas of focus. This leadership will occur both internally (encouraging continuous internal reflection, collaboration, and refinement) and externally (continuing to thoughtfully raise public awareness of Luce's values and impact).

Luce's enduring commitments are well-known and sustaining across several realms. Equally important is the Foundation's openness to innovation, continually refining programs and advocating for new ideas. Luce has expanded into new areas concomitant with the organization's mission, thoughtfully and intentionally pushing boundaries when doing so.

Recent examples include the Foundation's newly-established Indigenous Knowledge program—which includes efforts from supporting the implementation of Indigenous human rights standards to empowering Indigenous stewardship of environmental conservation efforts. Similarly, Luce has begun to support work in Democracy, Ethics, and Public Trust—seeking to foster efforts to reimagine, reinvigorate, and strengthen democratic culture and practices in the U.S. and beyond. The signature Luce Scholars Program, which just celebrated its 50th year, has become more inclusive and equitable by eliminating institutional nomination requirements, expanding eligibility by increasing the maximum age, and opening pathways for non-traditional students. Similarly, the American Art Program has moved into a new mode of work: grants for learning centered on cross-museum mentorship and the open sharing of frameworks for ethical practice with diverse collaborators and communities.

The Role

The next President and CEO of the Luce Foundation ensures the Foundation not only nurtures its legacy programs but also challenges itself to reimagine the ways it can meet its mission. To accomplish this, the CEO collaborates with a committed and experienced Board, and leads a talented, diverse staff whose expertise and impact are widely respected. Above all, the CEO provides continuity and guidance over the long-term impact the Foundation seeks to have, which will include positioning the Foundation for its 90th and centennial anniversary celebrations.

The CEO acts as a voice and proponent for the Foundation to raise its profile and the public awareness of its commitments. The CEO engages Luce in larger philanthropic conversations and collaboration while staying true to Luce's mission and unique position in that ecosystem. The Luce Foundation has long been a leader in strategic partnerships, working with organizations ranging from The Asia Foundation, the American Council of Learned Societies (ACLS), the Smithsonian, and other cultural institutions around the world, to recent initiatives with CSIS and the Department of State. The President and CEO is responsible for generating interest in and exploring relationships with other institutions that would strengthen and integrate existing grant-making areas.

On a day-to-day basis, the President and CEO works closely and collaboratively with the Board, especially its Co-Chairs, on matters relating to the Foundation's mission and overall programming (detailed on the following page). Finally, the CEO offers an abiding perspective on strategy and decision-making that inform the Foundation's long-term impact.



The On Being Project. Photo © Bethany Birnie / Aqua Fox Photography.

Key Responsibilities

- Provide the vision and strategy necessary to continue and strengthen the Foundation's success; work with the Board and staff to support, guide, and execute the Foundation's mission and multi-faceted initiatives.
- Ensure proper care and development of the Foundation's history, culture, and reputation; partner collaboratively with the Board and staff to develop programming, grant-making, and legal strategies and systems that are aligned with the Foundation's vision/mission.
- Serve as the Foundation's ambassador to external constituencies; work collaboratively with other private and/or public funders and grantees for greater social impact; aim to inspire decision-making in other external stakeholders.
- Provide guidance to the staff in formulating policy and reviewing grant requests; evaluate programs on a regular cycle and encourage interdisciplinary activities seeking a greater level of efficiency and influence.
- Run the day-to-day administrative work of the organization with specificity and great attention to detail; make decisions that result in efficient and effective Foundation functioning; provide inspiration, support, and guidance to the team; promote an organizational culture that stimulates open communication and supports collaboration.
- Supervise the development of asset investment management and financial administration strategies and systems that are effective and aligned with the Foundation's vision/mission.
- With the CFO and Board Investment Committee, serve as a liaison to the outsourced Chief Investment Officer; recommend how the spending policy amount is to be split among the different programs.
- Build accountability standards and systems that will track the Foundation's long-term effectiveness and impact.

The Person

Pivotal Experience and Expertise

INTELLECTUAL LEADERSHIP & RELEVANCE

Strong leadership experience, relevant to a philanthropic organization or to one (or more) of the Foundation's program areas. Curiosity and credibility across the range of Luce's areas of focus. Subject matter expertise in one of Luce's areas of focus is preferred, though not required.

STAKEHOLDER ENGAGEMENT

A track record of working with a broad set of internal and external stakeholders to define and articulate ambitious objectives and to encourage stakeholders to contribute to their realization. A strong, compelling communicator with the ability to generate narratives that will resonate with stakeholders, transforming their thinking, actions, and behaviors. Ability to elevate the organization's impact and role within the wide philanthropic ecosystem.

STRATEGY, VISION & COMMITMENT

An ability to implement and act on a vision and drive an agenda. Creates compelling strategies based on a clear understanding of the organization's history and current situation, and a long-term vision. Ability to collaborate thoughtfully and transparently with the Board on important matters of mission and direction. A desire to make a long-term commitment to the conception and implementation of the strategy and vision.

ORGANIZATIONAL LEADERSHIP

Proven success leading an organization of relevant size and stature. Ability to recruit, motivate, and retain strong teams, fostering a collegial and collaborative environment that drives staff towards action and accomplishment. Possession of budget management and fiscal administration acumen. Experience working with, or serving on, an engaged governing Board.

Review of candidates will begin immediately. Applications (resume), inquiries, and nominations can be sent to: LuceCEO@heidrick.com

Engagement Team

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The salary range for this position in New York City is \$700,000 to \$775,000. Actual compensation is based on several factors including but not limited to education, work experience, and qualifications.

The Henry Luce Foundation is an equal employment opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, or any other characteristic protected by law.