

Strategic Philanthropy Director
Allstate Insurance

Job Family Summary

Strategic Philanthropy provides leadership to Allstate's corporate giving strategies through direct oversight of The Allstate Foundation. It develops and delivers innovative social impact programs to tackle some of society's toughest issues and enhance Allstate's reputation. Programming primarily focuses on making a measureable difference in the communities Allstate serves through national, state and local partnerships/alliances with nonprofit organizations.

Job Summary

The Strategic Philanthropy Director is accountable for The Allstate Foundation (TAF) and ensuring the intent of TAF's trustees is upheld and that TAF stays relevant to the communities it serves. Current program oversight includes its focus areas, partnerships, agency owner and employee engagement and disaster response and operations. Budget management, outcomes management and telling the TAF story are also accountabilities. This Director also partners with fellow corporate relations leaders to inform enterprise **business practices, such as** corporate contributions, volunteerism, environmental stewardship, socially responsible investments, diversity / supplier diversity, social investments and advocacy.

Key Responsibilities

Program Leadership:

- Understands theory of social change and outcome-based frameworks.
- Leads the development and execution of strategic philanthropy programming.
- Working with Trustees for the Allstate Foundation as well as other Senior Leaders, defines focus areas for The Allstate Foundation's social impact partnerships, employee giving and volunteer recognition.
- Directs benchmarking against best-in-class programs.
- Identifies and recommends long-term strategies for delivering social and business impact (the intersection that's most meaningful for Allstate).

Employee, Agency Owner and Officer Engagement:

- Develops strategies to increase employee and agency owner awareness of and involvement in TAF's social impact priorities and programs.
- Ensures operational excellence for programs that support Allstate's passions for community involvement (e.g., volunteerism grants, Giving Campaign, post-catastrophe disaster relief efforts, etc.).
- Strives to make internal processes as efficient as possible.

Measurement and Reporting:

- Leads the development of comprehensive measurement and reporting framework.
- Ensures Allstate complies with internal controls and external expectations for transparency.

Communication:

- Leads the development and execution of strategic internal and external communication plans.
- Ensures team tracks and reports results.
- Serves as key program spokesperson along with executive sponsors for various programming.
- Leads development of TAF's story.

Relationship and Partnership Management:

- Directs partnerships with key external groups, including grantees and sector associations.
- Leads external relations with a broad cross-section of external audiences and stakeholders.
- Ensures collaboration and integration throughout the company.

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- Delivers exceptional client services and counseling.

Administration / Department Leadership

- Supervises the planning and administration of TAF's annual grant making, program activities and operational budgets.
- Directs human resource systems such as recruitment, selection and training, and performance management.
- Anticipates future department requirements – identifies budgets, skills and capabilities as needed.
- Actively participates in developing the department's mission, strategy and financial plan (includes investment portfolio).
- Seeks out opportunities to improve processes while containing costs.

Knowledge/Skills/Abilities/Experience

Experience:

15 or more years of hands-on experience in leading large-scale strategic philanthropy or civic engagement programs in a corporate setting. Bachelor's degree in social sciences, business or communications; master's degree is preferred. The director must demonstrate a broad understanding of social systems and the role of business in the social ecosystem.

Skills:

Business Acumen: Expertise in communicating the overarching strategic impact of the business and devising innovative ways to align TAF communication goals and activities. Understands how corporate responsibility supports business objectives.

Communication Strategy and Planning: Expertise and proven success in directing strategy and planning processes. Leveraging organizational systems to drive awareness of TAF and use of interpersonal communication skills to influence others to engage with and offer support to community initiatives is key to success in this position. Expert at the art of storytelling.

Social/Digital/Mobile Media: Knowledge of strategic solutions that holistically integrate off-line and online offerings to create and advocate interactive strategies for corporate responsibility programs and issues.

Executive Communication: Engage C-suite executives as champions and lead executive communication strategies for philanthropy investments. Understand the nuances of interactions with senior leaders/TAF Trustees and executive positioning to gain credibility for TAF accomplishments.

Financial and Insurance Acumen: Appreciation for the financial and insurance industry to ensure strategic philanthropy goals and programs align with business imperatives.

Government Relations and Public Affairs: Knowledge of how public affairs contributes to social change and how best to integrate in social movement campaigns.

Internal Communication: Knowledge of internal communication strategy and driving greater emotional connections with employees/agency owners to inspire a sense of pride for Allstate and its leadership in communities across America.

Issues Management / Crisis Communications: Ability to anticipate and identify issues that require crisis communication intervention/mediation/etc. to protect/strengthen the Allstate brand among various stakeholders.

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Media Relations: Recognize role media relations plays in communicating the TAF story/impact to various stakeholders. Demonstrate skills in message development and media channels – traditional and digital.

Presentation, Written and Verbal Communication: Expertise in delivering politically sensitive communications to large groups or public forums and prepares presentations aligned with strategic goals of TAF and the business. Possesses strong written and verbal skills, and is an effective presenter.

Project Management: Exhibit expertise in managing complex, multi-dimensional projects across business units or regions having significant social and business impact, demonstrate expertise in cost management, and aligning projects with business strategy.

Corporate Responsibility: Understands how TAF contributes to Allstate's overall corporate responsibility strategy and reputation as one of the country's leading corporate citizens. Proven ability to partner with internal colleagues and external partners to drive higher level corporate responsibility outcomes that support the corporate narrative.

Strategic Thinking: Depth of experience that provides insight into necessary and sometimes anticipatory action on issues facing the company to advance the company priorities. Thinks strategically and creatively, connecting the dots to find the ideal intersection between community needs and business resources.

Capabilities:

Leadership Initiative – Combines vision with persistence and drive to mobilize people around a higher purpose.

Value Oriented – Uses persistence and commitment to make a difference and continually improve the value and impact of community involvement programs.

Collaborative Networker – Uses empathy and interpersonal understanding to build mutually beneficial relationships and connect and engage diverse groups of people.

Personal Maturity – Uses patience and pragmatism to maintain confidence in the face of change and adversity, knowing the organization or cause will benefit from efforts.