Chief Executive Officer

A work by Tsang To Chun, student participant of Through Our Eyes photography education programme
About The Robert H. N. Ho Family Foundation

The Robert H. N. Ho Family Foundation was established in 2005 with the goal of fostering greater appreciation of Chinese arts and culture to advance global learning and to cultivate a deeper understanding of Buddhism in the context of contemporary life. Motivated by compassion and an understanding of the interconnectedness of the world, the Foundation’s grantmaking includes initiatives in Hong Kong and internationally.

To learn more about the Foundation’s current focus areas and its operating structure, please visit their [website](#). As described in detail below, a strategic planning process was launched in 2018 to begin building a roadmap for the Foundation’s future, identifying new opportunities and approaches for philanthropic investment, which are not yet reflected on the organization’s website.

Sun Xun: *Mythological Time* (2016)
Created for *Tales of Our Time* exhibition
Solomon R. Guggenheim Museum, New York
The Robert H. N. Ho Family Foundation Collection, 2016
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Key Priorities

Values Driven Leadership

The new CEO will serve as a guiding presence for the Foundation, aligning the Ho Family, the Board of Directors, and staff around a set of values that will drive the Foundation’s work locally and internationally. In doing so, the CEO will create a meaningful and effective platform of engagement for the Family, as well as for other internal and external stakeholders. This includes working closely with the Board to help shape their ongoing involvement with and oversight of the Foundation’s work as well as instituting and keeping to clear roles and responsibilities.

The CEO will in general represent the Foundation externally, exemplifying the organization’s values in the global philanthropic community. Experience serving as a key spokesperson and representative for an organization is therefore essential as the CEO will help cultivate partnerships and engage international audiences for the benefit of the Foundation’s work.

Strategic Vision and Foundation Values

Building on an established track record of influential grantmaking in the areas of Chinese arts and culture as well as Buddhism, the CEO will work closely to support the Ho Family and the Board in refining and sharpening the focus of the Foundation’s grantmaking objectives for existing issue areas and emerging themes such as the environment. Striking the balance between grantmaking programs that achieve impact and are responsive to the Family’s interests will be critically important, the result being an organization that is led by both heart and head.

The CEO will join an ongoing review process to assess the current state of programming and will help identify and evaluate new opportunities to promote the Foundation’s mission and expand its philanthropic reach. The CEO will also have the opportunity to think boldly about the Foundation’s culture, its goals, how to deepen programmatic focus areas, and what best practices look like for how the Family can meaningfully engage in the organization’s mission.

Fostering Local and Global Connections

The Foundation brings together a unique combination of programs which includes local philanthropy in Hong Kong and a set of global initiatives. The CEO will help identify the programmatic intersections that extend across geographies, building connections and communities between the two that can transcend boundaries where appropriate. The CEO will be able to think creatively in how the Foundation can establish global and local networks or avenues that achieve an outsized impact in grantmaking.

Organizational Management and Execution

As the Foundation evolves its grantmaking approach and strategy, the CEO will prioritize and facilitate efforts across the organization to implement new programmatic and operational changes. The CEO will drive forward this new body of work, establishing the team and operating environment that can deliver quality results and outcomes. Candidates must have the necessary business and management skills as well as the financial acumen to lead and perform effectively, including bringing a sophisticated understanding of organizational change management practices in international settings.
The Opportunity

The Chief Executive Officer of the Robert H. N. Ho Family Foundation will have the distinct opportunity to lead the organization through a pivotal period of inflection and strategic evolution. The Foundation has embarked on its first generational transition in family leadership, with the Ho Family and the Board of Directors developing a new vision and investment framework for the organization. The impact of the Foundation’s support for its grantees over the years has resulted in a strong and respected reputation in the global philanthropic community, which the incoming CEO will build upon moving forward. Overall, this is a rare opportunity for the CEO to help shape a new trajectory for the Foundation’s philanthropic aims, with the mandate to create and implement the necessary plans with staff to carry out the organization’s objectives for the coming years.

Reporting to an international Board of Directors and overseeing a professional team based in Hong Kong, the CEO will help guide the future of the Ho Family’s philanthropic endeavors. The CEO will be a true partner for the Chairman of the Board and the Ho Family, stewarding their philanthropic strategies as well as leading the Foundation in a way that is an authentic reflection of their interests. Ensuring ideas are put into action and that the Foundation moves effectively into its next phase of impact, the CEO will spearhead initiatives to build capacity and operations to deliver on the Family’s priorities, including creating opportunities for staff to grow and contribute in new and meaningful ways as the organization evolves.

The CEO will be joining an organizational culture that embraces collaboration, participation, and consensus. Understanding and encouraging these supportive qualities of working together is essential to the success of this position. Leading with humility, bringing a collective, team-based approach, and deploying unrivaled communication skills, the new CEO will set the tone for a culture that promotes and inspires learning, creativity, and interconnectedness.
Ideal Candidate

The Foundation seeks an inspiring and thoughtful leader with the strategic and operational capabilities necessary to successfully partner with the Ho Family in implementing an innovative vision for their organization. Adept at balancing audacious goals with values-driven leadership, the new CEO will understand how to navigate change and strategic pivots while at the same time grounding these efforts in the Foundation’s guiding principles. Nurturing an environment where shared vision and responsibility amongst Family Members, the Board, the CEO, and staff is essential.

Working closely with the Chairman of the Board, the CEO will be skilled at engaging and incorporating family interests and priorities into organizational strategy, serving as a trusted thought partner and sounding board. As such, the CEO must be driven by active inquiry, learning, and collaboration. This role requires a unique skillset that effectively combines the ability to seek input and guidance from multiple sources, encourage constructive discussion, and creatively synthesize a variety of data points into possible solution sets. Additionally, the ability to translate ideas into action, setting a clear path forward for all involved and communicating that plan effectively to stakeholders is important.

A global mindset and international work experience are critical. The ideal candidate will understand the ways in which philanthropy varies across countries, regions, and cultures. Given the local and global focus of the Foundation’s work, the CEO must bring firsthand knowledge of how to engage various cultural contexts as it relates to the Foundation’s grantmaking and partnerships. The CEO must also operate with a sense of humility and an intellectual curiosity that fosters continued learning and understanding.

While specific content expertise in the Foundation’s focus areas is not required, the new CEO must demonstrate a genuine passion for and commitment to the guiding mission and values of the organization. Experience working in family foundations or family offices is helpful, but not necessary; however, candidates should have ample working knowledge of the social impact sector. Outstanding interpersonal and communications skills are essential.
Minimum Qualifications

Qualified candidates must have a significant track record of progressively senior leadership experience, with a proven history of successfully leading and navigating organizations through growth and strategic evolution. The highest levels of integrity, honesty, and ethics are required. A career in the social sector, particularly in philanthropy, or experience in corporate social responsibility is highly desirable, but not required.

Global work experience with a deep understanding of how to navigate various cultural contexts is essential. A demonstrated track record leading organizations through change is essential. The CEO role is based in Hong Kong with frequent international travel.

To Be Considered

The Robert H. N. Ho Family Foundation is an equal opportunity employer. Candidates who contribute to this diversity are strongly encouraged to apply.

To be considered, please submit your resume and cover letter expressing your interest and fit for the role via Waldron’s Candidate Web Portal.

*The search for a Chief Executive Officer for The Robert H. N. Ho Family Foundation is being assisted by a team from Waldron:*

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Waldron is honored to work with The Robert H. N. Ho Family Foundation in the search for a Chief Executive Officer. We believe in and support the work of The Robert H. N. Ho Family Foundation, and we are doing our best to recruit a talented leader who will accelerate this mission. As the consulting partner strategic leaders choose to help attract, engage, and inspire effective leaders, Waldron provides a unique combination of executive search, leadership development, and career transition services across sectors and industries. Our passion is helping people and organizations realize their full potential and increase their impact.