



Yale-China
雅礼协会

Yale-China Association

Executive Director

The Yale-China Association (Yale-China) seeks an entrepreneurial, creative, and strategy-minded leader to serve as its next Executive Director. The Executive Director will have the opportunity to steer Yale-China into a new era of U.S.-China partnership by means of innovative programming, skillful relationship-building, and deft management of a nimble nonprofit organization. Founded more than 120 years ago by Yale alumni and faculty, Yale-China has evolved significantly over the decades and is poised for continued growth. The new Executive Director will work closely with the Board of Trustees, the Association's eleven staff members, and Yale-China's many friends, partners, and alumni, to lead Yale-China into the next chapter of its remarkable history.

OVERVIEW OF YALE-CHINA

Yale-China (雅礼协会) bridges American and Chinese cultures by creating lasting, transformative partnerships and experiences in education, health, and the arts. Yale-China's work is characterized by long-term, bi-lateral, and bi-directional relationships designed to build institutional capacity, understanding, and cooperation between Americans and Chinese. It envisions a U.S.-China relationship of mutual understanding and profound respect nurtured by substantive collaboration and innovation among individuals and institutions.

Founded in 1901 by Yale graduates and faculty in response to the suffering of the Boxer Rebellion, the early goals of Yale-in-China (as it was called then) were to bring modern education and medicine to China. Choosing a remote area unfamiliar with foreigners, Hunan Province, in order to have a deeper impact, Yale representatives arrived in 1903 and rapidly began to build trust and a reputation for practical and modern education and medical care. Within a few years, partnering with their Chinese colleagues and local officials, Yale-in-China established a series of remarkable educational and medical institutions including: a middle school, China's first Western medicine clinic, China's first nursing college, and a medical school. A full campus of Yale College in Hunan was also founded and lasted for a decade. In the 1920's, Yale-in-China co-founded Huazhong Normal University in Wuhan. Throughout the upheavals of the 20th century, American and Chinese colleagues worked alongside each other in these increasingly nationally recognized institutions, graduating tens of thousands of students, nurses, and doctors.

In the 21st century, Yale-China's programs have adjusted to the world's rapidly shifting needs while maintaining the organization's original mission and spirit. Its role as a positive and enthusiastic bridge between Chinese and American people has gained increasing relevance in the present era of diplomatic tensions. And Yale-China's expertise in promoting medical and nursing excellence and collaborating to improve public health and build medical capacity has given it an extraordinary platform for doing still more. The majority of Yale-China's current work takes place in New Haven, Changsha, and Hong Kong, with additional work in Xiuning, Kunming, and Western Hunan. Yale-

China intentionally works in underserved rural areas where needs are greater than in the densely populated coastal cities. Today, Yale-China continues to explore new ways to achieve its mission, bring people together, deepen tolerance and understanding, and solve societal problems collaboratively.

Yale-China is modest in size yet commands an impressive array of intellectual and human resources. It is based at a world-renowned research university and enjoys frequent interaction with scholars, artists, and community leaders from around the world. The Association has a committed [Board of Trustees](#) and strong support from past and present program participants in addition to friends and donors from around the world. Although Yale-China is based on the Yale University campus and is proud to name many Yale faculty, staff, and alumni among its Board members, the Association is an independently incorporated and administered 501(c)3 organization.

YALE-CHINA MISSION

Yale-China promotes understanding between Chinese and American people through partnerships, fellowships, and exchanges in three principal areas:

Health

Training movers and shakers in healthcare, modeling healthcare reform with Yale and Xiangya, and bringing primary healthcare to impoverished regions;

Education

Shaping future leaders through immersion, creating grassroots diplomacy through exchange, and inspiring positive change through service-learning;

Arts

Inspiring leaders in the arts through immersion at Yale and building a knowledge base founded in creativity and expression;

These areas encompass work in public health, nursing, medical education, research, and service; teaching and service learning; and community programming, cultural events and exchanges.

ROLE OF THE EXECUTIVE DIRECTOR

The Executive Director is the chief executive and chief operating officer of Yale-China and reports to the Association's 24-member Board of Trustees. The Executive Director is responsible for shaping and implementing the organization's strategic vision through oversight of Yale-China's programming, fundraising, staff, and finances. The Executive Director serves as the chief fundraiser and public face of Yale-China and works closely with board members, friends, current and former Fellows, and foundations to identify promising partnerships and initiatives.

The Executive Director manages an annual budget of approximately \$2 million. The Association's investments of approximately \$15 million are managed by Yale University. Yale-China has a talented and dedicated staff of eleven total individuals, two of whom are based in Hong Kong with the others based in New Haven, CT.

OPPORTUNITIES AND CHALLENGES

The new Executive Director will be asked to address the following in order to lead the Association into the next phase of its ongoing evolution:

- **In partnership with the Board of Trustees and Yale-China staff, develop and bring to fruition a strong vision for the future of Yale-China:** Yale-China's Board of Trustees is currently engaged in a strategic planning process which will provide high-level guidance for the organization's future. The new Executive Director will be asked to develop and lead the implementation of an actionable strategic plan with measurable goals that harmonizes with the Board's overarching directive, leverages the association's strengths and resources, and capitalizes upon the current political and cultural moment.
- **Oversee the development and execution of innovative, sustainable programming that reinforces Yale-China's mission:** The Executive Director is responsible for reviewing and assessing the organization's lineup of programs to ensure that the Association's resources are optimally deployed. To ensure that all of Yale-China's programs are of the highest possible quality and relevance, the Executive Director must monitor developments in Chinese society, U.S.-China relations, and higher education in both countries in order to assess current programs and identify new opportunities. While Yale-China's highly knowledgeable staff manages the day-to-day operation of the Association's programs, the Executive Director helps to identify potential collaborators and/or funders among Chinese partner institutions; Yale-China trustees; Yale faculty, administrators, and students; private foundations; individual donors; other U.S. exchange organizations; and U.S. and Chinese government agencies.
- **Serve as a diplomatic and persuasive advocate for Yale-China by securing resources from friends, donors, partners, and foundations to support of the Association's mission:** The Executive Director must be able to inspire and energize a wide range of constituents (including current and former fellows as well as those new to Yale-China's mission) by sharing the story of Yale-China's past, present, and future. In addition to being a compelling communicator, the Executive Director must have a strong sense of fundraising strategy and understand how to cultivate relationships with individuals, foundations, and other entities. Finally, the Executive Director serves as the public face of the organization and will proactively seek new partnerships and relationships on behalf of Yale-China both domestically and abroad.
- **Manage the current financial resources of the Association:** The Executive Director will protect and ensure Yale-China's financial stability for years to come by carefully stewarding the organization's existing resources and continually seeking new sources of funding. The Executive Director will provide the board with regular updates on Yale-China's financial health and manage the Association's staff and programs to the agreed-upon budget.
- **Mentor and manage a talented staff:** Yale-China is fortunate to employ a dedicated and knowledgeable staff who care deeply about the organization's mission. The Executive Director will support each individual's professional development by providing appropriate oversight, opportunities, and recognition. The Executive Director will also ensure that Yale-China continues to be a welcoming and inclusive climate in which all feel supported and able to do their best work.

DESIRED QUALIFICATIONS AND CHARACTERISTICS

The Executive Director should hold an advanced degree and be able to operate deftly in, and between, American and Chinese cultures. Doing so will require strong language skills in Mandarin Chinese and English and a high level of cultural sophistication and emotional intelligence in both Chinese and American cultures.

In addition, the ideal candidate will bring many of the following skills and experiences:

- Extensive knowledge and understanding of the history and complexity of U.S.-China relations, coupled with a passion for bringing people together across cultural and political divides;
- Experience successfully leading an organization through a time of change and growth;
- An entrepreneurial approach to developing programming and partnerships in a nonprofit context;
- The willingness to take considered risks and to make difficult, data-informed decisions;
- Demonstrated skill in fundraising, grant-writing, and other resource-generating activities;
- Exceptional oral and written communication skills across cultures, contexts, and constituencies;
- Experience managing a complex budget;
- Experience working closely and productively with a board of trustees or similar body;
- Experience sustaining a culture of teamwork and collaboration within an organization, and,
- The ability to inspire people from a wide range of backgrounds and cultures to work collaboratively and successfully toward a shared mission.

CONTACT

For best consideration, please send all nominations and applications to:



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