



We believe entrepreneurs are the greatest agents of change.

Our Generation Speaks (OGS) is the first and largest Israeli-Palestinian startup accelerator designed to connect the next generation of Israeli and Palestinian entrepreneurs.

Recognizing the need for a new generation of leadership, OGS was founded at Brandeis University in 2014 and built strong partnerships with MassChallenge and MIT. The



organization was the first startup incubator to use entrepreneurship as a vehicle to unite emerging leaders from Israel and Palestine. In 2016, it flew its first cohort to Boston. So far, OGS has graduated 160 alums over six cohorts and, its startups have collectively raised over \$50M in external funding. OGS has received national and global recognition for innovation and impact and was recently awarded a \$4.5M grant from USAID/MEPPA ([see press release here](#).) This grant will allow OGS to expand its team and scale its activities and impact.

OGS is led by Lobna Agbaria, the Chief Executive Officer, alongside an influential Board of Directors comprised of Boston and NY-based business and academic leaders. The Advisory Board is chaired by the former Governor of Massachusetts and Harvard Kennedy School professor, Gov, Deval Patrick.

OGS at its core is a cutting-edge, fast-paced entrepreneurial organization, infused with energy, mission, and purpose. OGS is partnering with Boyden Boston to seek candidates who share a passion for relationship-building, advancing ideas and leadership, and creating

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a generation of Israelis and Palestinians committed to shaping a peaceful future built on trust.



The Opportunity:

Playing a critical role, the Chief Advancement Officer (CAO) will have the opportunity to define a new position supporting an impactful, cutting-edge, and fast-paced organization infused with creative energy. The CAO will be a confident fundraising professional, experienced working with very high net worth funders, who will embrace the challenges of such an opportunity. S/He will bring an entrepreneurial approach, befitting OGS's culture, and outstanding overall communications skills to take responsibility, make decisions, push beyond limits, and focus on meaningful outcomes. While also supervising a team of two to three managers, the CAO will work hand-in-hand with the CEO and the organization's advisory board to reach ambitious fundraising goals as OGS enters its growth phase. In addition, the CAO must demonstrate a strong connection to OGS's bigger mission of an Israeli-Palestinian future built on peace and trust, where there are no easy answers.

About Our Generation Speaks:

The majority of Palestinians and Israelis today have rarely met outside of a militarized or unfortunate context, and the distrust and overwhelming weariness from years of failed negotiations have led to a loss of hope. Our Generation Speaks believes that peace will only come when the human and economic infrastructure exists to support it. OGS aims to attract top-tier Israeli and Palestinians in their 20s and 30s, using entrepreneurship as the vehicle to empower and develop their capacities and networks and support them in creating a cross-border leadership ecosystem.



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Workplace Culture and Leadership:



As a start-up non-profit, OGS is a fast-paced, entrepreneurial organization. Inspired and motivated by the mission, OGS employees are ambitious, opportunistic, and deeply collaborative. The team is located across the U.S., Palestine, and in Israel. All employees spend three months in Boston during the Fellowship each summer. It is required that the CAO be located in-person in Boston from May to September each year. Otherwise, the position will operate as a hybrid model with remote work and in-person meetings on demand.

The CAO will report directly to [Lobna Agbaria, the Chief Executive Officer](#) of OGS. Lobna was introduced to OGS as a fellow in 2017 and joined the team in 2018. Before moving to Boston, Lobna practiced law for 7 years. As the manager of her own firm, she specialized in construction law with a focus on planning and zoning. Lobna is a Palestinian Citizen of Israel and, in her early 20s, co-founded the Sana Foundation, a nonprofit that provides academic scholarships to Arab women in Israel. As an OGS fellow in 2017, she co-founded SnapLand, an online platform for real estate professionals. Lobna holds a Bachelor of Laws and Bachelor's in Business Administration from Reichman University. In her free time, you can find Lobna playing middle blocker on a volleyball court.

What OGS Fellows and Alumni Say:

"I am a dreamer. Since I joined OGS for a summer fellowship last year, that dream was melded with reality. So much so that I co-founded ReGen, and I am working on the global mission to restore #soil health. If you have a dream, in any scale, OGS is a good place to start. While simultaneously creating the fertile soil (pun intended) for another dream to come true – peace in the middle east."

"This summer I'm spending my time at Brandeis University & MIT Game Lab as a part of the OGS incubator. And this is no ordinary incubator – this one puts Palestinians and Israelis together in order to help us develop startups while we help each other, thus creating a stronger bond. A few days ago, I took the stage with my teammates to pitch our idea to potential investors, donors, and the rest of the amazing fellows. Truly an amazing experience."

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"Let's be real: how often do you get a chance to take a break from your life, travel to Boston, and spend 3 months focusing on nothing other than your personal and professional development? I was lucky enough to get that chance last summer with OGS, a startup incubator and people accelerator for Palestinians and Israelis. And although it sounds cliché, it really was a life-changing experience."

"OGS is a fellowship program where innovative individuals with a spark in their eyes can find an exceptional environment of emerging leaders that create high-impact ventures. Being far from home, and trying to build a startup, exposes an inner strength and allows rare focus that is priceless...The fellowship establishes a set of innovative enterprises that generate significant social and economic value while creating a cohort of young Israeli and Palestinian community leaders who cooperate across ethnic and political lines to build shared prosperity within the region."

The Role – Chief Advancement Officer:

Reporting to the CEO, the Chief Advancement Officer (CAO) will be responsible for launching an ambitious fundraising program to ensure long-term financial sustainability. Currently, OGS is raising approximately \$2M annually, and has a goal of raising approximately \$5M per year by the end of 2025, when the USAID grant funding will expire. Philanthropy is driven by six- and seven-figure gifts, and to date, the majority of funders are in the greater Boston area. A key objective is to expand the donors base, primarily engaging philanthropists and foundations in New York City and across the US. In support of these ambitious but attainable goals, the CAO will have the opportunity to build and manage a small team, including a Marketing Manager and Development Manager, in addition to grant-writing and USAID compliance consultants.

Opportunities abound for donors to engage with OGS fellows and alumni through mentoring and other programmatic initiatives such as a large *Startup Pitch Day* event. The CAO will be deeply committed to the mission of growing the reach of OGS and strengthening its investment in the region's future; be experienced with best practices in all areas of development including major and principal giving, planned giving, corporate and foundation relations, advancement services, donor relations/stewardship, and have experience inspiring and managing high performing teams.

The ideal candidate is a fast-paced, energetic self-starter, who will learn quickly and be ready to hit the ground running in this new role. Bringing a comfort level and experience working with high net worth donors, the successful CAO candidate will demonstrate

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excellent interpersonal skills and be a talented communicator and a motivating leader. Working in close partnership with the CEO and the advisory board, the CAO will be an external representative of the organization and will also serve as a key leader on the senior management team.

Strategic Responsibilities:

- Develop annual fundraising priorities, forecast revenue targets and budgets, in close partnership with OGS leadership;
- Promote strong communication between program and development staff, ensuring alignment of donor engagement and solicitation with programmatic priorities
- Serve as an additional representative for OGS, effectively and meaningfully communicating program value and mission with various constituencies;
- Manage a portfolio of top donors to OGS.

Management Responsibilities:

- Manage and coach a growing advancement team of 3 direct reports including a marketing coordinator and a development manager as well as a grant writing consultant.
- Execute thoughtful systems and processes to measure and ensure progress towards fundraising goals.

Personal Fundraising Responsibilities:

- Build and manage a personal portfolio of donors and prospects to OGS as well as position and guide the CEO in solicitations and strategies;
- Serve as a lead fundraiser for OGS, collaborating with the Advisory Board and staff to cultivate, solicit and steward major donor prospects; and
- Establish meaningful relationships with major donors, foundations, and community partners.

Skills and/or Experience Required:

- 10 years of senior fundraising and management experience;
- Significant experience in cultivating, soliciting, closing, and stewarding six- and seven-figure gifts;
- Experience partnering with CEO/President/Founder, boards and executive leadership on both internal and external relations, collaborations, and funding opportunities
- Demonstrated success in building and managing a high-performing team towards executing a fundraising strategy and achieving goals while overseeing several time-

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- sensitive and concurrent projects;
- Experience building systems, processes, and infrastructure needed to support annual fundraising cycle.
- Collaborative, highly motivated and creative thinker who takes pride in their work and goes above and beyond to ensure planned results;
- Strong communication skills and ability to build meaningful relationships with various constituencies;
- Motivated by the mission of OGS and an ability to translate that passion into a compelling ask;
- Excellent attention to detail; time management and organizational skills; and
- Bachelor's degree required; advanced degree preferred.

Compensation:

The Chief Advancement Officer position is an outstanding opportunity to join a high-growth, mission-driven organization. OGS offers a competitive compensation package including salary, health insurance, paid time off, and other benefits.

Salary range is \$150K – 180K.

Additional Information:

This job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee. In addition, it does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the position change.

Equity, Diversity, Inclusion, and Justice:

OGS is an equal opportunity employer. The organization celebrates diversity and is committed to creating an inclusive environment for all employees. Furthermore, it does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.



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Qualified applicants are invited to send a resume and cover letter to Wendy Wilsker, Managing Partner, wwilsker@boyden.com or Tamar Copeland, Executive Search Consultant, tcopeland@boyden.com.