



POSITION SPECIFICATION

# **President, Bezos Family Foundation**

# About the Foundation

Since 2000, the Bezos Family Foundation has been driven by a simple yet ambitious vision: **A world where all young people reach their full potential and meaningfully contribute to society.** Created by Mike and Jackie Bezos and their family, the Foundation's work focuses on young people from before birth through adolescence—the two most rapid times of brain development.

The Foundation invests in young people by strengthening the ecosystems around them, recognizing that learning and growing do not happen in isolation. Strong support systems, meaningful relationships, and quality educational opportunities are needed for young people to succeed and shape their paths in life.

As the world evolves, the support and conditions that youth need to thrive also change. The Foundation isn't afraid to shift its approach and invest in innovative, research-backed strategies that meet the needs of youth today.

Guided by a commitment to family leadership and long-term impact, the Bezos Family Foundation is a private family foundation governed by a Board of Directors comprised of several family members and chaired by Mike Bezos. Headquartered in Seattle, WA, it operates with a dedicated staff of 30.



**Mike and Jackie Bezos**  
Co-Founders

# Five core beliefs shape the Foundation's vision

## 1. All children are born with an incredible capacity to learn.

Children have an innate love of learning, but they need positive environments, relationships, and enriching educational opportunities to truly thrive.

## 2. Every moment can be a learning opportunity.

Learning can happen anywhere; it can take place in classrooms, at home, in early care settings, out-of-school programs, and more.

## 3. Positive relationships are essential for children and young people's learning and development.

Relationships between educators, families and caregivers, mentors, and peers further learning for children and young people at every stage.

## 4. Science has the power to transform lives.

Science-based programs and practices can unlock learning at all stages. The foundation ensures the science of learning reaches educators, caregivers, families, policymakers, and youth themselves, who can apply it effectively.

## 5. Progress is best made and sustained in partnership with communities.

Those closest to the issues bring firsthand insights and solutions and need to be centered and uplifted.

**“We are not just building brains—we are building the future. Each of us has a role to play, and it will take all of us to really make a difference.”**

-Jackie Bezos



# Focus

**The Bezos Family Foundation advances its mission through a combination of investments, programs and communications.**



Youth leaders at the Aspen Ideas Festival

The Foundation has cultivated hundreds of grantee partnerships, with recent annual giving consistently exceeding \$150 million. In 2024, the Foundation made its largest investment to date—\$185 million to the Aspen Institute—to establish the Center for Rising Generations, deepening its long-term commitment to young people.

The Foundation trusts and seeks inspiration from its partners and the communities they serve, viewing its role as championing their efforts, amplifying their work, and connecting them with resources to expand their impact.

# Strategic Priorities

## Advancing Research

Science is vital to understanding and meeting the evolving needs of children, youth, and families. The Foundation invests in applied and foundational research on youth development, prioritizing participatory research and the scholars driving this work. They support grantees in sharing timely, relevant insights with the field to improve young people's learning.



## Youth Changemakers

Young people aren't just our future—they're already shaping and strengthening our communities as they learn more about themselves, the rapidly changing world around them, and their place within it. The Foundation invests in programs and partners within the learning ecosystem that fuel positive adolescent development and help young people build the leadership skills they'll need to drive meaningful change.



## Educators & Early Care Professionals

The education professionals who work with youth and families are crucial in helping shape their path in life. The Foundation's investments ensure these critical professionals have the training, compensation, and positive work culture to thrive in their roles.



## Family Success

Unlocking families' potential leads to better outcomes at birth and success later in life. While success looks different for everyone, all families deserve access to science-based, culturally relevant resources that help them achieve their goals. The Foundation invests in policies and programs to support families and caregivers in nurturing their children's development and advocating for themselves and their communities.





# Programs

In addition to grantmaking, the Foundation operates two flagship programs to help support its mission. These programs enable them to fill gaps and connect directly with young people and families.



**Vroom** is a global initiative that provides free, science-based tips and tools to help parents and caregivers turn everyday moments into brain-building opportunities. Vroom meets families and caregivers where they are, through the people they already trust and the places they already go.

## FAST FACTS

- Reach in all 50 U.S. states and over 80 countries
- Adaptation pilots with diverse communities in nearly 20 countries
- 2,000,000 families served



The **Bezos Scholars Program** engages exceptional students and educators in a yearlong leadership development program that amplifies youth voice and action. The program's impact assessments show that after a year, student scholars yield equivalent or higher learning gains in key areas as students who have completed a full year of college.

## FAST FACTS

- 218 Community Change Projects launched
- 527 Global Network of Bezos Scholar student and educator alumni



## 02 | The Role (1 of 2)

Based in Seattle, WA, and reporting to the Board, the President will partner closely with the Founders in leading the Foundation to deliver against its vision of a world where all young people reach their full potential and meaningfully contribute to society. As a visionary leader and operational steward, the President is responsible for advancing the Foundation's mission, amplifying its impact, and ensuring the effective execution of its strategy. The President will uphold the Foundation's core beliefs, foster a culture of collaboration and innovation, and champion the needs of young people, their families, and the communities that support them.

Specific responsibilities include:

- **Strategic Leadership:** Apply experience and expertise in education to lead the delivery of the Foundation's current strategy across its four priority areas, while guiding long-range strategic planning in partnership with the Chair.
- **Program and Resource Stewardship:** Oversee a significant grantmaking portfolio, direct flagship programs (Bezos Scholars Program and Vroom), and ensure effective stewardship of resources.
- **Initiative and Partnership Development:** Harness the expertise and networks of the Founders and team to steward current and catalyze new initiatives, partnerships, and investments.
- **Evidence and Learning:** Continually reexamine the Foundation's work, seeking opportunities to refine approaches, improve effectiveness, and ensure timely use of evidence to support program design.

“I am so grateful to work  
with people who focus  
their talents on supporting  
a better world for all.”

—Jackie Bezos



## 02 | The Role (2 of 2)

Further specific responsibilities:

- **Team Leadership:** Lead and develop a high-performing team of talented individuals.
- **Organizational Culture:** Foster a culture of collaboration, excellence, momentum, learning, and respect among staff, partners, and grantees. Invest in professional growth, coaching, and development, and model open communication, transparency, and constructive feedback.
- **Stakeholder Engagement:** Cultivate and maintain strong relationships with partners, grantees, and communities, ensuring their insights and voices inform the Foundation's work.
- **External Presence:** When important in advancing the mission, serve as a humble and credible spokesperson with external audiences.
- **Board Partnership:** Work directly with the Chair and closely with the Board, maintaining open and regular communication to advance the Foundation's governance.
- **Family Engagement:** Support the ongoing engagement and development of the next generation of family members, fostering their involvement and leadership in the Foundation's mission and work.
- **Strategic Foresight:** Ensure the Foundation remains at the forefront of research-backed, impactful philanthropy by embracing and adapting to the evolving needs of young people and families.



## 03 | Candidate Profile *(1 of 2)*

The President will be a visionary and mission-driven leader who brings a rare combination of strategic acumen, operational excellence, expertise in education, and humility to the role. The ideal candidate will possess the experience, intellect, and interpersonal skills to advance the Foundation's vision of a world where all young people reach their full potential and meaningfully contribute to society. This individual will be an authentic steward of family values, a collaborative partner to the Board, and a champion for the communities and partners the Foundation serves.

Above all, the President will be a values-driven leader—humble, collaborative, and committed to strengthening the ecosystems that enable young people to thrive.

## 03 | Candidate Profile (2 of 2)

In terms of the performance and personal competencies required for the position, we would highlight the following:

- **Credibility and Commitment to Mission:** Brings deep expertise in education, early childhood, and/or youth development, ideally spanning early learning to K-12. Prioritizes service to young people, families, and communities, and embodies BFF's core beliefs.
- **Visionary and Strategic Leadership:** Demonstrates the ability to set and communicate a compelling vision, guide long-term strategy, and lead through transformation, balancing ambition with pragmatism. Possesses the discernment to make timely, sometimes difficult decisions, including saying "no" with empathy and clarity. Acts in a transparent and consistent manner.
- **Management and People Leadership:** Has significant experience leading sizable teams or organizations, fostering a high-performing, inclusive, and collaborative culture. Recognized for their experience in team development and well-being. The ability to set clear and challenging goals while committing the organization to strong performance; accountable in driving results and practical solutions.
- **Financial and Operational Acumen:** Brings a track record of ensuring effective stewardship of resources and leveraging evidence and research for impact; brings strong operational and financial management skills.
- **Convening Power:** Builds trust and influence across diverse stakeholders. Serves as a humble, credible ambassador, amplifying others' voices and forging partnerships to deepen impact.
- **Partnership with Board:** Brings the ability to comfortably build and sustain effective relationships with an engaged Board and Founders. Brings emotional intelligence, discretion, and diplomacy, and supports governance and next-generation engagement.

# Compensation & Contact

## Compensation

The salary range for this position will be \$500,000-\$700,000 per annum. Salary will be determined by a candidate's relevant experience. It is not typical for an individual to be hired at or near the top of this range. The candidate will be eligible for a bonus. The Foundation offers excellent and comprehensive benefits, including generous paid time off, competitive medical, dental, and vision options, a health savings account, and a 401(k) match.

## Location

The President will be based in Seattle and will perform this role from the Foundation's Seattle office.

## Contact

Russell Reynolds Associates has been exclusively retained for this search, and prospective candidates are invited to contact Russell Reynolds Associates directly. All inquiries and discussions will be considered strictly confidential. To apply for the role or submit a nomination, please reach out to [BFFPresident@russellreynolds.com](mailto:BFFPresident@russellreynolds.com).