

KOYA

LEADERSHIP  
PARTNERS

A man wearing a blue tactical vest and a white helmet with black stripes is holding a professional camera with a large lens and a Canon speedlight. The camera strap has the word "DIGITAL" written on it. The background is blurred, suggesting an outdoor setting.

**REPORTERS  
WITHOUT BORDERS**  
**FOR PRESS FREEDOM**

Executive Search for  
**DIRECTOR for REPORTERS SANS FRONTIÈRES/  
REPORTERS WITHOUT BORDERS USA**

March 2019

Freedom of information is fundamental in any democracy, but nearly half of the world's population has no access to freely-reported news and information

Freedom of expression and information is the first and most important of freedoms. How can we combat atrocities against civilians, tackle the tragedy of child soldiers, defend women's rights or defend our environment if journalists aren't free to report the facts, draw attention to abuses and appeal to the public's conscience?

There are countries where the torturers stopped torturing when the media began talking about them, and corrupt politicians abandoned shady practices when investigative journalists published compromising information.

Based in Paris, Reporters Without Borders (RSF) is an independent NGO with consultative status with the United Nations, UNESCO, the Council of Europe and the International Organization of the Francophonie (OIF). Its foreign sections, with bureaus in ten cities, including Washington, D.C., San Francisco, Brussels, Berlin, Tunis, Rio de Janeiro, and Stockholm, and its network of correspondents in 130 countries give RSF the ability to mobilize support, challenge governments and wield influence both on the ground and in the ministries and precincts where media and Internet standards and legislation are drafted.

Founded by four journalists in the southern French city Montpellier in 1985, RSF is now one of the world's leading NGOs in the defense and promotion of freedom of information. Registered in France as a public utility organization since 1995, RSF has distinguished itself in China, by its protests during the 2008 Beijing Olympics; in Africa, by creating the only independent radio station broadcasting to Eritreans in 2009; in Haiti, by creating a media support center after the January 2010 earthquake; and more recently in Syria by providing training to journalists and bloggers.

Many entities act on RSF's recommendations and RSF has developed indicators in order to evaluate the impact of its work. In recent years, it has seen a marked increase in reactions from governments to the publication of the World Press Freedom Index. As an evaluation and advocacy tool, the Index is increasingly used by such bodies as the UN Refugee Agency (UNHCR), the World Bank, and the Millennium Challenge Corporation in determining the allocation of development aid. Their reliance on the Index has helped to increase the attention that governments pay to freedom of information.

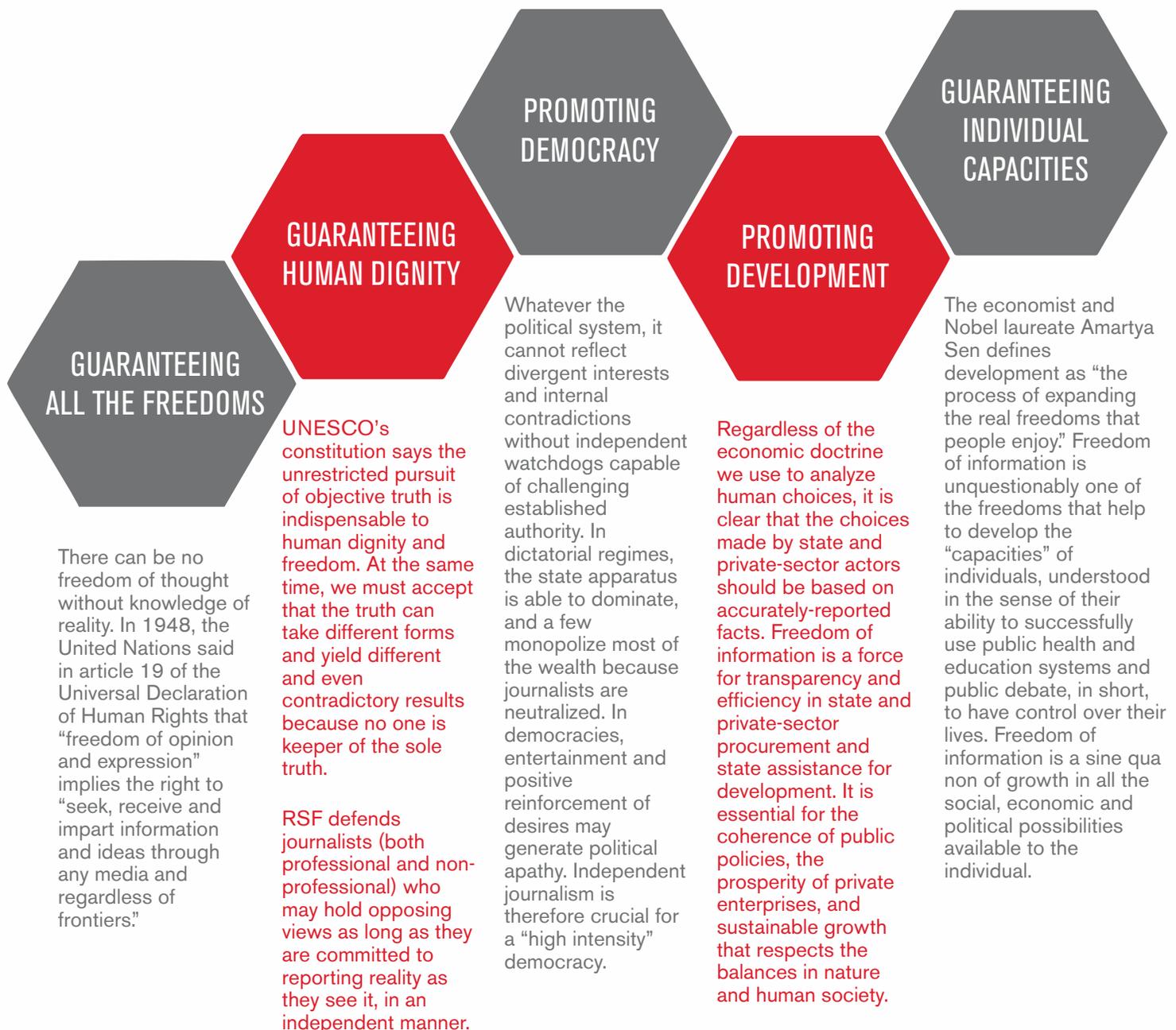
With US offices in Washington, D.C. and San Francisco, The headquarters of Reporters Without Borders is located in Paris, France. Leading the global organization is Christophe Deloire as Secretary General.

"Freedom of information is the freedom that allows you to verify the existence of all the other freedoms."

Win Tin  
Burmese Journalist

Freedom of expression and information will always be the world's most important freedom. If journalists were not free to report the facts, denounce abuses, and alert the public, how would we resist the problem of children-soldiers, defend women's rights, or preserve our environment?

At the turn of the 21st century, nearly half of the world population still lacks access to free information. Deprived of knowledge that is essential for managing their lives, denied their very existence, they are prevented from living in pluralist political systems in which factual truth serves as the basis for individual and collective choices. RSF upholds the following values as guiding principles for the choices made and work that gets done:



Reporters Without Borders, known internationally as Reporters sans frontieres (RSF) fights for freedom of the press and information around the world. Reporters Without Borders USA (RSF USA) is based in Washington, D.C. with a second office in San Francisco that works on the intersection of journalism and technology.

RSF USA's mission is to monitor press freedom abuses in the United States as well as Canada and English-speaking Caribbean, sound the alarm by disseminating information to the media and the public, and work with the media, political leaders, non-government groups, tech companies, and the public to protect press freedom.

**13**

offices around  
the world

**2002**

first published the  
acclaimed World Press

**150+**

correspondents  
covering press

**33**

years of  
expertise

## EXPENSES

Expense Type	Amount
Personnel	\$215,101
Professional Services	\$107,660
Rent	\$38,720
Insurance	\$6,610
Office Expenses	\$40,103
Advertising	\$75,620
Travel	\$41,785
Communication	\$3,500
Events	\$10,981
Depreciation	\$338
Contributions Expense	\$1,000
Grants: International Secretariat	\$105,000
Grants: Fund for Families	\$18,295
Total	\$661,713

## DONATIONS, GRANTS & REVENUE

Income Type	Amount
Contributions	\$790,815
Interest and Other	\$2,167
Total	\$792,981

## ASSETS

Type	Amount
New Net Assets	\$131,268
Net Assets, July 2017	\$389,418
Total Assets	\$520,686

These numbers cover the most recent fiscal year from July 2017 through June 2018. A full list of RSF USA's contributors can be found on their website.

## INFORMATION AND MOBILISATION

**3642145**

visits to the RSF website

**+17%**

in comparison 2016

**MORE THAN 80**



missions on the field

## CAPACITY BUILDING



**23**

training programs



**12** strengthened partnerships with local organizations

**363** trained journalists

## ASSISTANCE AND LEGAL HELP

**196**

letters of support to journalists in danger for national authorities or international organizations

**143**

grants or independent journalists or media in difficulty



JOURNALISM  
AND  
TECHNOLOGY

DATA  
COLLECTION  
AND  
REPORTING

ASSISTANCE

ADVOCACY  
AND  
CAMPAIGNS

JOURNALIST  
SAFETY

## Position Summary

**Title:** Director, RSF US/America

**Location:** US Bureau (Washington, D.C. and San Francisco offices)

**Reports to:** Deputy Executive Director in Charge of Programs (Antoine Bernard)

**Team:** Four staff

Founded in 1985, RSF is one of the oldest press freedom and freedom of information organizations. It's an international non-profit NGO that has been active for over 30 years. There is a dynamic, robust, and unique network of local correspondents in 130 countries around the world. The organization has offices in 13 locations around the world and holds a consultative status with the United Nations.

**Summary:** The Director of RSF US will develop the strategy for the US bureau in coordination with Paris and lead the US operations for the organization in the United States, Canada & English-speaking Caribbean.

This highly skilled, passionate and collaborative leader will be responsible for amplifying RSF's international work and developing and implementing the strategy for RSF (for the United States, Canada & English-speaking Caribbean). The work will mainly consist in conducting advocacy around issues related to freedom, independence and pluralism of journalism and organizing the work with partners or families of journalists who are detained/incarcerated abroad.

This role reports to RSF US board for operational, legal and financial matters and coordinates with RSF's HQ in Paris.



## Key Responsibilities

### Strategic Leadership

- Provide overall leadership in the design, development and implementation of the RSF strategy in the United States, Canada and English-speaking Caribbean

### Advocacy and Engagement (35%)

- Oversee the development and implementation of RSF communication strategies (in the region)
- Act as RSF's spokesperson in the region and globally (if/as needed)
- Outreach to US government entities; US Congress and State Department, as well as the multilateral bodies including the United Nations in New York
- Supervise monitoring of press freedom violations and coordinating with press freedom partners; and
- Provide specific support to families and employers of American journalists held hostage or imprisoned

### Fundraising (25%)

- Oversee the development of the fundraising strategy and effective implementation; and
- Supervise the cultivation and prospect activities with foundations, major donors, individual gifts and online donors

### Management Operations (25%)

- Manage current (4) staff in Washington, D.C. and San Francisco
- Provide oversight of financial and legal responsibilities for the organization (accounting, audit, expenses, insurance, registrations, staff and organizational performance management); and
- Liaise with the US Legal and Advisory Boards

### Partnerships and Engagement (15%)

- Create, cultivate and manage key partnerships in the region to advance the mission and cause; and
- Oversee the effective management of various public events and engagement including communication and/or educational initiatives such as photo exhibitions, panel discussions, press conference or other related brand-awareness raising or outreach.



The ideal candidate will have the following professional and personal skills, competencies and characteristics:

- Proven experience in providing strategic guidance, strategy development and implementation of a local, and yet global, organization
- Alignment to the mission of a free-press – and ability to understand and articulate why free-press matters
- Demonstrated passion and compassion for working with journalists affected and their families
- Team leadership for performance and organizational growth
- Operational management (finance, procurement, HR and general office oversight)
- Change management skills
- Proven communication skills (oral and written)
- In-depth knowledge of geo-politics, culture, social movements and socio-economic environment

- Experience working with and reporting to a board preferred (proven ability to advise and apprise the board comprehensively, timely and accurately on a regular basis)
- Ability to partner with “like” organizations to leverage impact (e.g. CPJ, and others)
- Proven track record in partner engagement, mobilizing initiatives and fundraising
- High level of media competency, communications and experience engaging with and serving as the spokesperson for the organization
- Proven analytical and problem-solving skills – broad knowledge of the global climate and environmental politics; and
- Team leadership for performance and organizational growth

## Qualifications

- A Bachelor’s degree is required; an advanced degree in a related field is preferred
- 7-10 years’ experience ideal
- French language proficiency strongly preferred



## How to Apply

Freedom of expression and information will always be the world's most important freedom. If journalists were not free to report the facts, denounce abuses, and alert the public, how would we resist the problem of children-soldiers, defend women's rights, or preserve our environment?

If you are aware and passionate about keeping press freedom in a time such as this, and if you are keen to build a movement here in North America towards freedom of information, please apply! Prospective candidates should contact our search partners, Koya Leadership Partners. Koya is a leading retained executive search and human capital consulting firm that works exclusively with mission-driven clients, institutions of higher education and social enterprises. Koya delivers measurable results by finding exceptionally talented people who truly fit the unique culture of client organizations and ensures that organizations have the resources and strategies to support them.

A founding hallmark of Koya Leadership Partners has been the focus and intentionality of creating an environment of inclusion, not only through the search process, but throughout our entire organization. We embrace the fundamental notion that diversity, equity and inclusion enhance the abilities of institutions to achieve their missions and have a profound impact in their communities. Our Diversity, Equity and Inclusion statement can be found [here](#) for your further review. We very much welcome and encourage candidates of protected groups of people to come forward and apply.

Nicole Kamaleson, Managing Director of Global Search of Koya Leadership Partners will be leading this pivotal hiring process. Please submit your compelling application that will include both a cover letter (addressing your personal motivation and suitability per the role specifications) and your CV/resume details your career history/accomplishments [here](#). Applications should be received before the 26<sup>th</sup> of April 2019. Should you prefer to have a conversation with someone about the role, please send an email to [RSF@koyapartners.com](mailto:RSF@koyapartners.com) and a Koya colleague will be in touch to set up a mutually agreeable time for a brief chat.



Reporters Without Borders is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, national origin, disability status, protected veteran status or any other characteristic protected by law. We strongly encourage applications from marginalized communities.

Applicants must be eligible to work and live in the United States without any legal restrictions.

A founding hallmark of **Koya Leadership Partners** has been the focus and intentionality of creating an environment of inclusion, not only through the search process, but throughout our entire organization. We embrace the fundamental notion that diversity, equity and inclusion enhance the abilities of institutions to achieve their missions and have a profound impact in their communities. Our Diversity, Equity and Inclusion statement can be found [here](#) (on our website) for your further review.

Koya is a fast-growing global executive search firm that was recently ranked #14 on the Forbes list of "[Americas Best Executive Recruiting Firms](#)."

For more information, visit [www.koyapartners.com](http://www.koyapartners.com).

## KOYA AT A GLANCE

### EXPERTISE

President, CEO & Executive Director • Board Members • Senior Leaders  
 Academic Leadership • Operations & Program Leadership • Education Management  
 Development • Marketing & Communications • Finance  
 Human Resources • Information Technology • Sales/Business Development

### AREAS OF FOCUS

Advocacy	Higher Education
Cultural Institutions	International
Education	Membership Organizations
Environment/Conservation	Social Enterprise/For Profit
Food/Nutrition	Social Justice
Foundations/Philanthropy	Women & Girls
Health & Social Services	Youth Development & Education Reform Policy

OF OUR PLACED CANDIDATES



1/3 ARE PEOPLE OF COLOR  
 2/3 ARE WOMEN

Since 2014, the majority of the leaders Koya has placed are still in their roles:



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PARTNERS

[www.koyapartners.com](http://www.koyapartners.com)