

Job Advertisement: **Senior / Program Manager, Freedom in Practice**

About RISING TIDE[®] Group

RISING TIDE[®] Group is a globally active philanthropic organization based in Schaffhausen, Switzerland. We are committed to a powerful, dual mission: championing the "freedom philosophy" - rooted in the ideas of free markets, limited government, rule of law, and moral agency, and advancing innovative, patient-centered clinical cancer research.

Our mission is to promote freedom to improve quality of life everywhere, and our bold vision is to be the partner that empowers individuals to live on their own terms. We believe in unleashing human potential, supporting those ready to take responsibility, and providing a "hand-up" rather than a "hand-out".

You will join an experienced, creative, and high-energy team, known for their intellectual and analytical rigor.

We offer a challenging, international work environment guided by passionate action and out-of-the-box thinking as we work to challenge the status quo in philanthropy. Rising Tide empowers its highly talented team to take risks and approach opportunities unconventionally.

The Opportunity: **Senior / Program Manager, Freedom in Practice**

We are seeking a highly motivated and dedicated professional to complement our team as a Senior / Program Manager, *Freedom in Practice*. The role offers a unique opportunity to expand individuals' ability to flourish around the globe as we collaborate with organizations that remove barriers to human flourishing and promote free speech.

You will report to the Managing Director of Freedom in Practice and manage a grant portfolio of approximately 15-20 grants in the Freedom in Practice funding program.

The position is based full-time in Schaffhausen, Switzerland.

Key Responsibilities:

- **Development of Funding Areas:** In collaboration with the Managing Director of Freedom in Practice, develop and expand the Removing Barriers & Free Speech funding areas.
- **Grant Selection & Due Diligence:** Contribute to the grant selection and conduct due diligence for grants in the application process. Prepare content and presentations for board meetings.

- **Grant Portfolio Management:** Manage approved grants throughout their award period. Provide grant oversight and administrative support, ensuring adherence to the Rising Tide mission to advance freedom and prosperity worldwide.
- **Monitoring & Program Evaluation:** Maintain close relationships with Rising Tide grantees and conduct site visits to better understand what works, what does not, and how Rising Tide can contribute to grantee success. We employ a relationship-oriented and partnership-based approach with the goal to accelerate our own and our grantees' learning.
- **External Representation:** Represent Rising Tide Foundation at conferences and events.
- **Strategic Planning:** Input to the strategic direction of funding programs. In collaboration with the Rising Tide CEO, the Managing Director of Freedom in Practice, and the Team, refine the strategic plan annually and develop the corresponding budget for board approval.
- **Community Building Activities:** Fostering the Rising Tide Community through leading and supporting events (both online and in-person), creating/developing platforms, and making connections where relevant.
- **Communication:** Take on communication tasks of the Freedom in Practice team.

From the ideal candidate, we require:

- **Experience:** Minimum 5 years proven track record in grant management or non-profit management.
- **Mission Alignment:** A general deep understanding and commitment to classical liberal principles and the role they play in the creation and sustaining of a free society.
- **Subject Matter Expertise:** Proven track record in identifying and/or implementing classical liberal principles in tangible, real-world applications. We are specifically interested in receiving applications from those with deep expertise in work that remove barriers to human flourishing and in the fields of free speech.
- **Networking:** A strong international network of social entrepreneurs, universities, think tanks, NGOs and other potential grantees for Rising Tide Foundation.
- **Interpersonal Skills:** Emotional intelligence and interpersonal skills necessary to build long-lasting and close relationships with multiple stakeholders.
- **Process Acumen:** Attention to detail and process-oriented, ready to support improvement in grant management processes.

- **Nimbleness and agility:** Able to move quickly, respond to opportunities, take initiative on new projects and ideas. Open to ideas that challenge the status quo – ready to go the extra mile to support our partners to make them reality.
- **Personality & Leadership:** A highly motivated, hands-on, and communicative personality, with a strong sense of team spirit and a high level of professionalism, initiative, and reliability.
- **Language Skills:** Fluent command of English is a must; German is a plus, as are additional languages. Impeccable professional written and verbal communication skills, including understanding and experience in tailoring messages for different audiences.

What We Offer:

A fast-paced environment, working with some of the leading thinkers in social innovation and classical liberalism. A place where you can generate new ideas, test them, and develop new programs. A place where performance is recognized, growth is encouraged, and talented individuals have real opportunities to take on greater responsibility and more senior roles. A touch of irreverence as we challenge the status quo. But most importantly, we work with the best-in-class changemakers in the world – every single day.

Application

Please send your CV together with a motivation letter and all relevant documentation (in English) to info@risingtide.ch and feel free to contact us if you have any further questions.