



Draper Richards Kaplan  
FOUNDATION

Appointment of

# Appointment of Europe Associate

Appointment Details - July 2024



AMERICAS ASIA PACIFIC EMEA



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the CEO

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## Introduction from the CEO

In a world where challenges never end and hope seems far away, DRK portfolio organizations are making a difference in someone's life every single day. These organizations are dedicated to changing the status quo for those most vulnerable—by providing food where it is needed, enabling housing for those without it, creating access to health systems for those who don't have it, making education and employment opportunities available to everyone, restoring social justice, and solving so many other challenges in our society that have caused so many people to lose hope.

For more than 20 years, with the Foundation's very first investment in 2002, DRK's mission has always been anchored in the singular belief that these early-stage entrepreneurs, who are creating innovative pathways to improve the lives of the most vulnerable, are the building blocks for profound, lasting change.

As we reflect on over two decades in this work, we can see clearly how profound this change can be for those most vulnerable in the world: 61% of our entire portfolio is directly impacting over 10,000 lives; 44% is impacting over 50,000 lives; 27% is impacting over 500,000 lives; and 22% (45 organizations) are each directly impacting more than a million lives. In aggregate, the DRK portfolio has reached 400 million lives globally.

Twenty years ago, the thought – let alone the reality – that our portfolio organizations could have this kind of impact in the world was unimaginable. Today it is a reality.

It's the remarkable achievements of DRK's portfolio entrepreneurs building solutions in healthcare, education, social justice, economic empowerment, systemic poverty, the environment – and beyond – that remind us of what's possible when extraordinary human beings devote their lives to making the world a better place. And it is our greatest privilege to support them in this work.



Jim Bildner CEO





## About Us

The Draper Richards Kaplan Foundation (DRK) is the largest global venture philanthropy firm supporting early stage, high-impact social enterprises. The world urgently needs transformational entrepreneurs and their organizations to take on society's most complex challenges with innovative pathways to improve the lives of the most vulnerable. We know that these early-stage unrestricted investments, dedicated to exceptional entrepreneurs who see the possible, are the building block for profound, lasting positive change.

The Draper Richards Kaplan Foundation is taking this challenge head on—taking on more risk, imagining different glide paths and distribution channels, targeting even higher impact levels, focusing in on the key critical inflection points that can be leveraged to unlock opportunity. It means acting more forcefully, more intentionally, and communicating more directly—in fidelity to the only thing that matters—millions of people need help now, and lots of it. We adhere to a belief that actions speak so much louder than words.

For almost 20 years, we have helped our portfolio organizations scale promising social ventures. As board members and close partners, we are capacity builders, strategic partners, and scaling enablers. We are a support team working to strengthen fundraising, build strong and generative governance boards, develop strong leaders, reinforce strategies, cultivate strong and diverse teams, improve organizational effectiveness, and more. We have worked side-by-side as investors and board members for Kiva, Arpan, Room To Read, One Acre Fund, Peepul, Brastorne, Simprints, Amna, Open Embassy, Braven, WattTime, Indus Action and over 180 other organizations working around the globe and across a wide range of social and environmental issues.

The Foundation is led by Jim Bildner, CEO, and co-chaired by legendary venture capitalists William H. Draper III and Robin Richards Donohoe and the Vice-Chair of Goldman Sachs and former CEO of Dallas Federal Reserve Bank Robert Kaplan, and funded by legendary investors and foundations committed to making a difference in the lives of others. Read more about our [team](#) and our [history](#).





## Our Model

### DRK is a venture capital fund for good.

Borrowed from our venture capital legacy, we **find, fund and support** exceptional leaders with innovative and highly impactful ideas that have the potential to scale. We provide unrestricted capital, and, most importantly, we provide rigorous, ongoing support by joining the board of directors and partnering with the leader to help build capacity in the organization and scale their impact. Learn more about [Our Model](#).

We invest in early-stage organizations and are often their first institutional investor, as well as their first “outside” board member. We invest in a wide variety of sectors: our current portfolio includes organizations working both domestically and internationally, helping to provide critical access to healthcare, education, food security, social justice, water and sanitation, transparency and accountability, and shelter.

We are now looking forward to finding, funding, and supporting the next generation of impactful DRK portfolio organizations. We have expanded our footprint in the world with offices in Menlo Park, Boston, Dallas, The Hague, and Nairobi.

# Impact

For over 20 years, DRK has been finding, funding and supporting extraordinary organizations working to solve society's most intractable problems. The sheer breadth of our portfolio's impact is simply amazing: 61% of our entire portfolio is directly impacting over 10,000 lives; 44% is impacting over 50,000 lives; 27% is impacting over 500,000 lives; and 22% (45 organizations) are each directly impacting more than a million lives. In aggregate, the DRK portfolio has reached 400 million lives globally.



VisionSpring

DRK portfolio organizations collectively have impacted over 400 million lives. More important than the sheer size of that impact is its persistence — over and over, we see that when change takes place at this level of scale, it simply cannot be undone. Not by conflict, not by changes in government, not even by a loss of will. When hope and expectations for a better life take hold, they are not easily replaced.

# 400 MILLION



**8.48 million community and frontline health workers** trained, improving health outcomes

Last Mile Health, Living Goods, Noora Health, Muso, Seed Global Health, Amani Global Works, Healthy Learners, The REACH Institute, Intelhealth



**1.26 million refugees and immigrants** served through humanitarian aid, resettlement support, legal services, and skills training

RefugePoint, Immigrant Justice Corps, International Refugee Assistance Project, Amna, Tarjimly, Upwardly Global



**17.67 million tons of greenhouse gas emissions** eliminated through innovative clean energy solutions and waste reduction

WattTime, Solar Sister, Jaza Energy, BoxPower, Build Change, Pollinate Group, Keep IT Cool, Food Forward, Replate, Coalfield Development



# Impact

**34.2 million patients**  
accessing low-cost, high-  
quality healthcare

Last Mile Health, Living Goods,  
Musso, SIRUM, Baobab Circle, Amani  
Global Works, Vula Mobile, VIA  
Global Health, Jacaranda Health,  
Intelehealth



**9.8 million people**  
globally connected to  
mental health resources

Friendship Bench, Crisis Text Line,  
StrongMinds, Fathers' Uplift, The REACH  
Institute, Labhya, Amna



**7.88 million people**  
accessing healthy,  
affordable foods

The Common Market, Food Forward,  
Food for Education, Center for Good  
Food Purchasing, FoodCorps, Replate



# LIVES IMPACTED



**1.85 million people**  
uplifted through skills  
training resulting in \$1.8  
billion of increased assets

One Acre Fund, Generation, Merit  
America, The/Nudge Institute,  
Laboratoria, WAVE, Upwardly Global,  
aQysta



**845,416 teachers**  
trained or supported to  
provide quality education  
and improved learning  
outcomes

Peepul, Teaching Lab, Education  
Pioneers, STiR Education,  
TeachUNITED, Rocket Learning,  
Fundi Bots, Music Will, City Teaching  
Alliance, Transcend, SmartStart,  
Open Up Resources



**92.2 million students**  
with access to a higher  
quality education

EducationSuperHighway, Education  
Pioneers, EdBuild, Peepul, Open Up  
Resources, Teaching Lab, Braven,  
Rocket Learning, Imagine Worldwide,  
Blue Engine, Fundi Bots, Music  
Will, SmartStart, STiR Education,  
TeachUNITED, Education Opens Doors,  
City Teaching Alliance, Transcend

# Impact

## European Fund

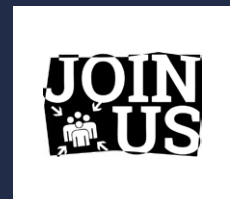
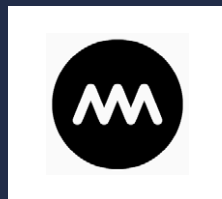
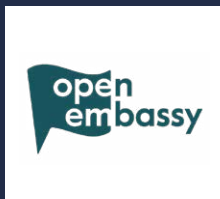
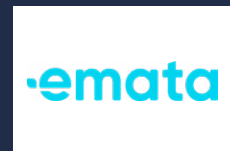
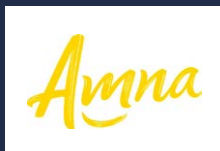
Since the launch of the European headquarters in 2020 we have laid the groundwork of our European presence with over 13 social entrepreneurs sourced and supported through Stichting DRK and \$9,075,000 invested in social enterprises.

The Stichting DRK Foundation office opened in 2020 to support our growing Dutch and European portfolio organizations. Since then, we have laid the groundwork for our European presence with over 13 social entrepreneurs sourced. We aim to continue to expand our presence in Europe, to support additional organizations and scale the impact of our work on the continent.

## European Portfolio

From The Netherlands, Stichting DRK Foundation finds, funds and supports social entrepreneurs working in Europe and globally. With its roots in the most prolific innovation hub in the world, Stichting DRK Foundation combines the risk appetite and private sector driven venture legacy from its founders with Europe's cooperative systemic approach to embedding social protections to impact intractable social and environmental challenges. No other European philanthropy combines unrestricted capital with a relentless focus on scaling social innovations and offers intense hands-on operating support to entrepreneurs over three years.

A snapshot of our Europe portfolio is available to view [here](#).



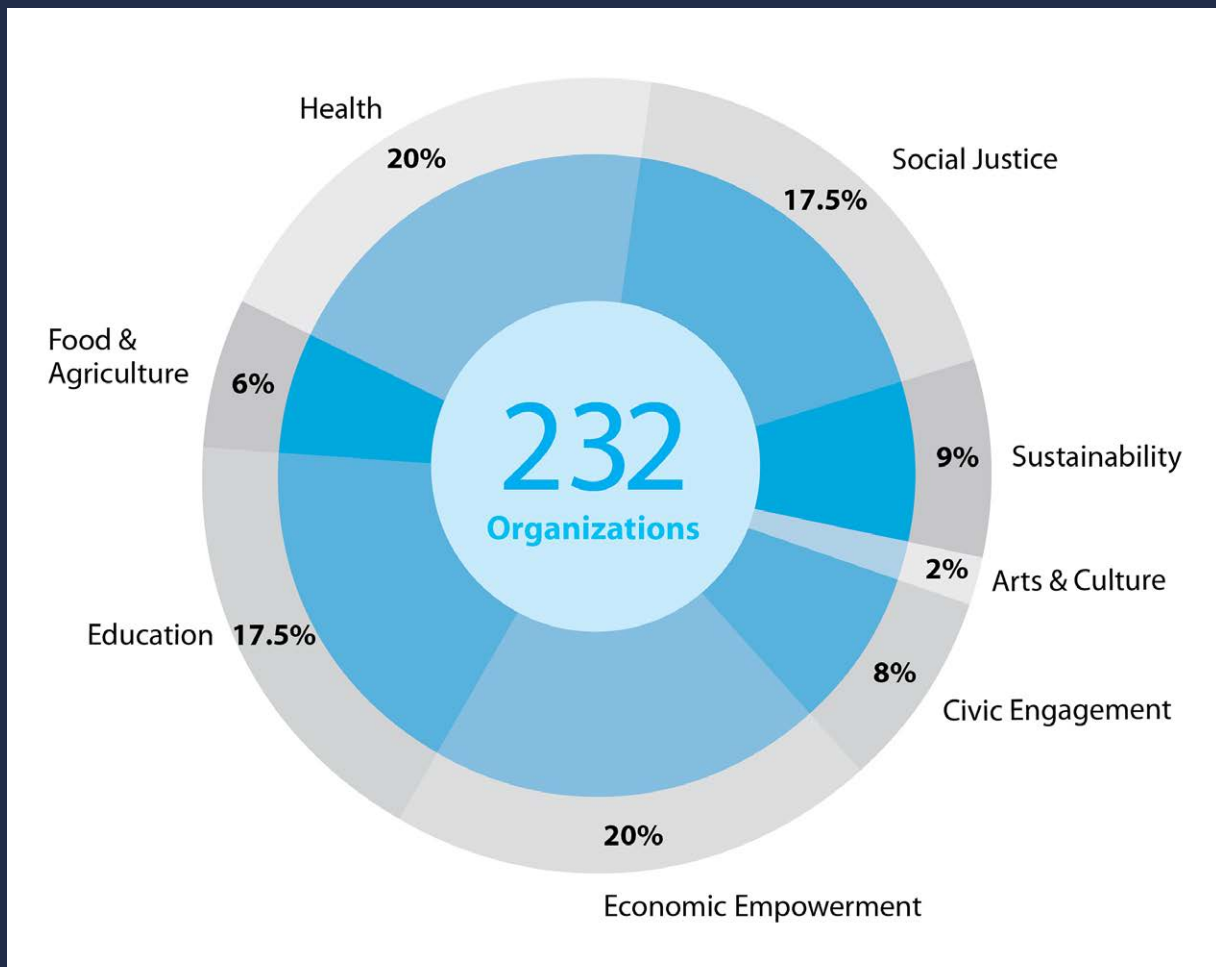


# Financials

The Draper Richards Kaplan Foundation has the privilege of working with a diverse group of donor partners, including individuals, family foundations, private foundations, and corporations, who have joined with us to support innovative entrepreneurs addressing some of the most vexing challenges facing our nation and our world.

Since 2002, Draper Richards Kaplan Foundation has raised nearly \$200 million from a wide variety of donor partners and has supported more than 220 social enterprises around the world.

Draper Richards Kaplan Foundation strives for the highest levels of accountability and transparency. As a stichting with ANBI status, **we report our financials publicly every year.**



# Job Description

The Draper Richards Kaplan Foundation is seeking a Europe Associate to join our Hague office.

The successful candidate will help identify mission-driven organizations for funding, evaluate potential grant and investment opportunities with our team, and advance the strategic priorities of both our organization and our portfolio in an effective, efficient, and equitable manner. As the Associate for the Europe portfolio, you will have the opportunity to help launch and support ventures that aim to create meaningful change.

## Key responsibilities

*(Time allocations are intended to give a sense of the role; they will vary over time and by individual.)*

- **Find some of the world’s most incredible social entrepreneurs with big ambitions to make the world better (~25% of your time).**
  - Help us keep a wide-open lens with our open application process, reviewing online applications and identifying high potential opportunities.
  - Build your own network and use ours to keep a pulse on where great leaders are entering the field of social change.
  - Use your insight, curiosity and analytical skills to help us learn about social entrepreneurs and their ventures, and to help us determine their fit for our portfolio.
  - Stay on top of social movements, social issues and opportunities for high impact change on a broad range of issues including education, criminal justice, climate change, economic opportunity, and health.
- **Drive a world-class decision process with a world-class team (~50% of your time).**
  - Set goals with the team that make us better each year at finding, funding and supporting a diverse and extraordinary group of entrepreneurs.
  - Drive a diligence process that is rigorous, welcoming, fair, insightful and inclusive.
  - Iterate on systems that keep us running smoothly as a team.
- **Support our portfolio entrepreneurs to build strong enterprises (up to 25% of your time).**
  - Participate in check-ins with portfolio organizations.
  - Work on special projects with current portfolio organizations, helping to support them as they build their organization and their impact.
- **Use the DRK platform to build a social impact career (ongoing).**
  - Take the opportunity to lean into your strengths while adding value to DRK. There will be opportunities to take on projects and initiatives that build on your individual strengths and interests. We are committed to supporting your individual career path.
  - Get exposed to an unparalleled range of organizations and issues, particularly around how to design and build organizations for impact at scale.



# Person Specification

## Ideal Experience

The successful candidate will possess many of the following professional and personal abilities, attributes, and experiences:

- **Passion and commitment** - Demonstrated passion for and commitment to Draper Richards Kaplan's mission.
- **Experience** - You have around 5-7 years of work experience in a rigorous strategic role. You may have a graduate degree with an MBA preferred or equivalent work experience in fields related to social impact, strategy, and/or impact investing. You understand what it takes to get a non-profit and/or a for-profit venture off the ground and have some familiarity with start-ups or fast-growing social mission organizations.
- **Flexible and self-directed, with an ownership mindset** - Your flexibility, levelness and sense of humor will help you get things done in our entrepreneurial environment and to keep multiple balls in the air at the same time. You see your work through to completion and you know how to move others forward and drive alignment. You spot new opportunities to have impact and you grab them.
- **High EQ** - You are able to put entrepreneurs in our process at ease and to bring out the nuances of their stories. While you are self-directed in your own work, you love working with a team. You are energized by networking to constantly open your lens for new ideas and investment opportunities.



- **Curious and smart** - Your open and creative intellect will enable you to spot potential. Your strong judgment and insight will enable you to evaluate opportunities and to assess fit with DRK's lens. Our team values well informed opinions and respects good listeners. You do as well.
- **Organized** - You have superb project management skills and exceptional attention to detail.
- **A great communicator** - You can capture the heart of what an entrepreneur is doing and why it matters, and you can bring it to life for the rest of our team. You can represent DRK in a professional, engaging and dynamic manner as you speak with many people in the field externally every week. Communication skills include the ability to fluently communicate and write in Dutch.
- **Fun** - You enjoy learning, collaborating, and working smart and hard to effect change. You're open to new projects and professional opportunities and get excited by the discovery process that comes with new venture diligence.



# Practical Considerations

## Reporting Relationship

This position reports to the Chief Financial & Administrative Officer and the Senior Managing Director for Europe.

## Location

This full-time position will be based in The Hague, The Netherlands. This position follows a 2/3 model, requiring two days per week in the office (Monday and Wednesday), with the remaining three days being flexible for staff to work from home if they desire. The salary is competitive and commensurate with the seniority of the appointment.

We are a high-energy, super curious, low-ego, and inclusive team motivated by a shared commitment to improving the lives of vulnerable or marginalized populations and leveraging our individual and collective skills to advance compelling organizations and committed leaders.

With a deep appreciation for one another and the diversity of perspectives and expertise that each member of the team brings to DRK, we work in close partnership to find, fund and support some of the world’s most high-impact, early-stage social ventures.

*We are deeply committed to a diverse, equitable and inclusive workplace where everyone is welcomed, valued and supported. We know that a diverse workforce allows us to see problems in more nuanced ways, creating the thought leadership needed to find, fund and support entrepreneurs and organizations who can change the world. We actively recruit, develop, and retain the most talented people from a diverse candidate pool. DRK is an equal opportunity employer and encourages people from all experiences, abilities, and perspectives to apply.*





## How to Apply

An executive search exercise is being undertaken by Perrett Laver to assist the Selection Committee in identifying the widest possible field of qualified candidates and assisting in the assessment of candidates against the requirements for the role.

Informal inquiries and questions can be directed to Boris Evenhuis at [boris.evenhuis@perrettlaver.com](mailto:boris.evenhuis@perrettlaver.com).

Applications can be uploaded at <https://candidates.perrettlaver.com/vacancies/>, quoting reference number **7435**. The closing date for applications is **09.00 CEST Monday 26<sup>th</sup> August 2024**.

**Applications should consist of a cover letter addressing suitability against the person specification and a full curriculum vitae.**

### *Perrett Laver GDPR Statement*

*Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.*

*Perrett Laver is a Data Controller and a Data Processor, as defined under the General Data Protection Regulation (GDPR). Our legal basis for much of our data processing activity is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please see our [Privacy Statement](#).*





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