



RESEARCH IMPROVING PEOPLE'S LIVES

Leadership Attributes

RIPL leaders strive to meet these standards together. In all our hiring searches, we are looking for leaders who are excited to exemplify these attributes and help their teammates exemplify them as well.

Secure leader who listens attentively and well, asks questions, and is comfortable not having all the answers immediately. They know when to identify answers themselves or reach out to subject experts to find them. They are able to take appropriate action, including making difficult decisions when necessary. They are confident to think broadly and act outside of the box.

Positive, optimistic, and trust-building. Leaders encourage others to enjoy the work, each other and the organization's wins. Leaders listen attentively and treat others respectfully; they are not afraid of admitting mistakes to others and working to correct them.

Bold, inspirational, motivating and empowering to staff, funders, the board and partner organizations. Leaders inspire others to raise their hands and say, "how can I be a part of that?"

Leaders are reliable and accountable, and communicate to staff, partners, and clients clearly and succinctly. Leaders always do what they say they are going to do and communicate clearly if or when adjustments need to be made. They can be counted on to deliver when asked. They can take input and direction from staff and others.

Principled and values driven. Leaders uphold the organization's values of integrity, trust, and scientific rigor, inside and outside of the office. They are committed to using data and science to deliver results that measurably improve lives. They show humanity and a moral compass in making decisions.

Takes initiative, whether it is starting something new, solving a problem or taking on whatever work needs to be done. Leaders don't pass a defect forward for someone else to fix; they proactively look for ways to improve the organization and the work.

Collaborator with a strong relationship-building orientation inside and outside the organization. Leaders are comfortable and effective working in a group environment requiring team building, mentoring, delegating and compromising. They believe that a team of people and organizations working towards the same goal together is better than one hero. They approach relationship-building with a strategic eye for forging partnerships that produce more results than the sum of independent efforts would.

Continually raises the quality bar for themselves, their colleagues, and the organization. Leaders inspire their teams to achieve great heights through efficient, creative, and hard work. They relentlessly deliver high quality work; they pay attention to detail and instill the desire for the highest quality work throughout the organization. They work to constantly earn and keep team and partner trust; they ensure that problems do not get sent down the line and that they are fixed so that they stay fixed.

Continuous learner showing introspection, listening to understand and curious about new ways of doing things. Leaders think creatively, taking in new information and incorporating it into their work. They are not afraid to change direction in response to new information if it is in the best interest of the organization.

Skilled manager. Leaders know when to delegate and how to motivate and mentor their staff to empower them to produce high-quality work and proactively seek ways to further the organization's mission. They communicate clear expectations and accept feedback without repercussions. They create a culture of problem-solving, initiative, and collaboration. They address problems in a timely, fair, and thoughtful manner.