



## Chief Technology Officer

*New York, NY  
Atlanta, GA  
Chicago, IL  
Dallas/Fort Worth, TX  
Los Angeles, CA  
Washington, DC*

**Kathy Kraushar**  
Executive Search Consultant

[kathy@coopercoleman.com](mailto:kathy@coopercoleman.com)

[www.coopercoleman.com](http://www.coopercoleman.com)  
Chicago | Cincinnati | New York | San Francisco

## About Lambda Legal

Lambda Legal is a national organization committed to achieving full recognition of the civil rights of lesbians, gay men, bisexuals, transgender people, and everyone living with HIV through impact litigation, education, and public policy work.

Since 1973, Lambda Legal has used impact litigation and other advocacy tools to decriminalize same-sex relationships; challenge discrimination against LGBTQ people and people living with HIV in the workplace, in the home, in schools, in health care, and in the military; and protect LGBTQ families, including by winning and defending marriage equality. Clients are not charged for legal representation or advocacy, and Lambda Legal receives no government funding. Headquartered in New York City, Lambda Legal has regional offices in Los Angeles, Chicago, Atlanta, Dallas, and Washington, D.C.

Lambda Legal believes that serving the full breadth of the LGBTQ and HIV communities requires cultural competency and enthusiasm for diversity of all kinds. To be successful, the organization approaches its work with an understanding that discrimination based on sexual orientation or gender identity is not the only obstacle to achieving full formal and lived equality for LGBTQ people and everyone living with HIV; rather, it recognizes the intersectional nature of discrimination, specifically including biases based on race, religion, national origin, gender, disability, education, and class. In light of this reality, Lambda Legal prioritizes awareness and proactive commitment to counteracting these biases and their compounding effects.

## Position Summary

Lambda Legal seeks a **Chief Technology Officer (CTO)** who is a strategic, visionary partner with the leadership team and key stakeholders across Lambda Legal to develop and champion an IT infrastructure roadmap for the organization that leverages technology to advance and support the mission and goals of the organization. The CTO will be skilled at recommending and implementing best practice solutions and spearheading strategies to analyze and improve the use of technology, security, adaptability, and efficiency as they relate to business objectives. As a thought partner, the CTO must build strong and productive relationships across the organization, making Information and Technology a business enabler.

## Essential Job Functions

The Chief Technology Officer serves an essential role in moving the organization forward through the best use of technology to create ease and efficiencies that enable all members of the organization to focus on their critical work at hand. The following is a list of the core duties and responsibilities of the CTO:

- » Lead digital transformation and business growth efforts through innovation and the implementation of technology, recommending new technologies and services that will improve efficiency, processes, and operations
- » Build strong relationships with departments and their leaders, developing a detailed understanding of their issues, challenges, and opportunities to creatively provide solutions
- » Work collaboratively and transparently with diverse leaders, effectively communicating the IT vision and strategy across all levels of the organization, and building consensus around key initiatives and projects
- » Lead major change initiatives, demonstrating skills in change management; clearly articulate the need and justification for infrastructure improvements across the organization
- » Ensure IT data security, risk management, disaster recovery, and business continuity planning processes are in place and receive regular review for currency and adequacy
- » Manage day-to-day IT operations, including network and systems management, end-user support, and business intelligence capabilities (e.g., improved ability to measure key business metrics)
- » Support a customer-centric culture that delivers a consistently excellent customer experience
- » Develop and manage IT capital and operational budgets that meet the objectives and constraints established
- » Create and execute an analytics program that will allow department leaders and key stakeholders to make data-informed decisions
- » Establish metrics for managing IT effectiveness and for measuring the impact of IT on the business strategies
- » Build strong technology vendor partnerships and manages multiple vendor relationships to ensure the best performance and financial return
- » Maintain a focus on and culture of diversity, equity, inclusion, and belonging in which staff feel welcomed and valued

## Qualifications

### Education + Experience Requirements

- » Bachelor's Degree and/or equivalent work experience; advanced degree in Computer Science, Information Technology, or Data Science ideal
- » Ten or more (10+) years of technological and managerial experience with 5+ years of experience managing at an executive level desired
- » Experience working with a nonprofit organization and/or law firm is preferred

## Skills + Competencies

- » Change leadership acuity and experience in leading enterprise-level technology change efforts
- » Visionary; with a view of the future of relevant technologies to envision a variety of possibilities that offer transformative opportunities to Lambda Legal
- » Knowledge of current IT tools and resources to maximize efficiencies; ability to provide guidance and roadmaps for implementation
- » Demonstrate exceptional business acumen, analytical and problem-solving abilities in the fulfillment of responsibilities.
- » Proficient in negotiating with internal customers and external service providers to achieve operational efficiency and financial effectiveness
- » Successfully manage multiple concurrent projects while supporting a decentralized network of users
- » A strong appreciation for and champion of diversity, equity, inclusion, and belonging; ability to work with various personalities and perspectives
- » Extensive project management, organizational, and time management skills
- » Experience in operational and capital finances, IT budget development, and management
- » Strong attention to detail with an analytical mind and outstanding problem-solving skills
- » Ability to cultivate and maintain strong relationships in a remote environment with five regional offices in addition to the headquarters (HDQ)
- » High emotional intelligence; ability to understand the needs and concerns of partners and colleagues and build trust with the team
- » Excellent communication skills with the ability to translate tech talk into common vernacular

Working at Lambda Legal requires a demonstrated awareness of and commitment to the concerns of the breadth of the communities that Lambda Legal serves. Prior work on behalf of the LGBT community and/or people living with HIV is highly desirable but not required. Some experience working with historically underrepresented communities (in a professional or volunteer capacity) is also desirable. Any successful candidate will welcome the opportunity to work in a gender-diverse and racially diverse environment.

## Reporting Relationships

The Chief Technology Officer reports to the Chief Operating Officer and supervises the Deputy Director of Enterprise and Cyber Security.

## Leadership + Key Colleagues

*(Please do not contact the organization or its leaders directly)*

### **Kevin Jennings** **Chief Executive Officer**

Kevin's contributions to the LGBT movement began in 1988 when he helped students create the first school-based Gay-Straight Alliance club, leading him to found and lead the Gay, Lesbian, and Straight Education Network (GLSEN) for 18 years. He then served as an Assistant Secretary of Education for President Obama, after which he led the Arcus Foundation, the world's largest foundation for LGBT rights organizations, for five years.

He has received multiple national and international awards, including the "Friend of Children" Award from the National Association of School Psychologists, the Human and Civil Rights Award of the National Education Association, the Distinguished Service Award of the National Association of Secondary School Principals, the Diversity Leadership Award of the National Association of Independent Schools, the Bob Angelo Medal from COC Netherlands, and the "Appalachian Hero" Award from the Appalachian Community Fund, where he established the Alice Jennings Fund, which supports organizations serving low-income and battered women in the South. He also received the Distinguished Alumni Award from his undergraduate alma mater, Harvard University, in 2019, and the Distinguished Alumni Award of one of his graduate schools, Teachers College of Columbia University, in 2012.

Kevin is a Lambda Literary Award-winning author of seven books. His memoir, *Mama's Boy, Preacher's Son: A Memoir*, was named a Book of Honor by the American Library Association in 2006. He also helped write and produce the documentary *Out of the Past*, which won the 1998 Sundance Film Festival Audience Award for Best Documentary, and is an Executive Producer of the documentaries *The Lavender Scare* (PBS, 2019) and *Welcome to Chechnya* (HBO, 2020), the latter of which was short-listed for the Academy Award for Best Documentary.

Kevin is actively engaged in nonprofit and community causes. Currently, he serves on the Boards of the Pride Fund of the Connecticut Community Foundation, the Ubunye Challenge, the Y2Y Shelter Network, and Muslims for Progressive Values. Among his many past Board Memberships are the Harvard Alumni Association, Union Theological Seminary, Marjorie's Fund, the You Can Play Project, the Witness Stones Project, and he was the founding Board Chair for the Tectonic Theater Project, which created *The Laramie Project*.

In addition to his degrees from Harvard and Columbia University's Teachers College, Kevin holds an MBA from NYU's Stern School of Business, where he teaches today as an adjunct professor.

## Compensation + Benefits

The salary range for this position starts at \$185,000.

A competitive benefits package is provided, including:

- » Medical\*
- » Dental\*
- » Life insurance\*
- » Short- and long-term disability insurance\*
- » Vision
- » Pre-tax Health Flexible Spending Account
- » Dependent care account
- » Commuter transit account
- » 403(b) retirement account with a 2% employer contribution plus up to 4% match
- » Substantial vacation (accrue up to 15 days year 1)
- » Three personal, 12 sick days
- » Lambda Legal observes ten holidays per year and is supportive of the observance of religious holidays

*\* Life insurance, short- and long-term disability, and basic medical and dental provided at no cost to the employee.*

As a reflection of our firm's commitment to equity and equal pay for all, it is Cooper Coleman's requirement that salary ranges or salary starting points be published for every search we conduct. The practice of not posting salaries perpetuates the gender and racial wage gap and discriminates against women, people of color, and other historically excluded populations by causing individuals to negotiate from a disadvantaged starting point.

## Location

This position is remote. The ideal candidate is in any of the following major metropolitan areas where Lambda Legal has a regional office:

- » National Headquarters – New York, NY
- » Southern Regional Office – Atlanta, GA
- » Midwest Regional Office – Chicago, IL
- » South Central Regional Office – Dallas, TX
- » Western Regional Office – Los Angeles, CA
- » Washington, DC Office

## Travel + COVID Statement

During the COVID-19 pandemic, travel will be minimal. However, some amount of travel (~15-20%) will be required in the future. Lambda Legal's offices have reopened. The health and well-being of our employees and their loved ones are of the utmost importance to us. We follow CDC and Department of Health guidelines to ensure the safety of employees who work from the office.

## EEO + Diversity, Equity, and Inclusion

Lambda Legal is committed to further building and maintaining a staff that reflects the full range of LGBTQ, HIV-affected, and allied communities and is an equal opportunity employer. People of color, transgender, non-binary and gender-diverse people, women, people with abilities in multiple languages, immigrants, people living with HIV, and people living with (or perceived as having) other physical or mental disabilities are encouraged to apply.

## Background Checks

Before sending your resume for this position, please read it over for accuracy. Cooper Coleman verifies its candidates' employment and academic credentials at the time of offer, and our clients frequently conduct background checks before finalizing an offer.

## Submission Instructions *(read carefully)*

[Cooper Coleman](#) is leading this search on behalf of Lambda Legal. To apply, please [visit this link](#) ([www.coopercoleman.com/lambda-legal-jobs](http://www.coopercoleman.com/lambda-legal-jobs)). Inquiries and nominations of qualified candidates can be sent to:

**Kathy Kraushar**  
[kathy@coopercoleman.com](mailto:kathy@coopercoleman.com)

**Kindly use the position title as the subject line of your email.** All inquiries will be held in confidence.

**A cover letter is not required with your initial application but is welcomed to help us understand your fitness for this role during our initial evaluation.** Candidates invited for interviews will be asked to provide a thoughtful letter of interest indicating their specific qualifications for the opportunity, desire to join Lambda Legal, and connection to its mission.

Review of applications will begin immediately and continue until the successful candidate has been selected.

*Cooper Coleman LLC is committed to providing equal employment opportunities to all qualified candidates and will refer candidates without regard to race, color, religion, national origin, sex, sexual orientation or identity, age, ability, veteran status, or any other legally protected basis.*

## Follow Lambda Legal and Stay Engaged



[www.lambdalegal.org](http://www.lambdalegal.org)



[@lambdalegal](https://twitter.com/lambdalegal)



[@lambdalegal](https://www.instagram.com/lambdalegal)



<https://www.linkedin.com/company/lambda-legal/>



<https://www.facebook.com/lambdalegal/>



<https://www.youtube.com/user/lambdalegal>

## About Cooper Coleman

Cooper Coleman is a full-service recruiting and consulting firm partnering exclusively with nonprofit organizations, foundations, and research and academic institutions to drive meaningful growth. We move organizations *forward* by placing the right leaders in the right roles at the right time, and we help to strengthen management and fundraising capacity to amplify their mission and impact.

Follow us to stay informed of new opportunities.



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



<https://www.linkedin.com/company/coopercoleman>