



Lincoln Institute of Land Policy

President & Chief Executive
Officer

HEIDRICK & STRUGGLES



Lincoln Institute of Land Policy

The Lincoln Institute of Land Policy seeks to improve quality of life through the effective use, taxation, and stewardship of land. A nonprofit private operating foundation whose origins date to 1946, the Lincoln Institute researches and recommends creative approaches to land as a solution to economic, social, and environmental challenges. Through education, training, publications, and events, the Lincoln Institute integrates theory and practice to inform public policy decisions worldwide. With locations in Cambridge, Massachusetts; Washington, DC; Phoenix; and Beijing, the Lincoln Institute organizes its work around three areas of impact: Land and Water; Land and Fiscal Systems; and Land and Communities.

Additional Information

Website:

<http://www.lincolninst.edu>

Claremont Lincoln University:

<http://www.claremontlincoln.edu>

Location: Cambridge, MA

Leadership:

<https://www.lincolninst.edu/about-lincoln-institute/staff/>

Our Values

The Lincoln Institute of Land Policy supports a culture of forthright feedback, initiative, cooperation and teamwork, diversity, equity, and inclusion, and accepting responsibility.



A Brief History of the Lincoln Institute

The Lincoln Institute of Land Policy traces its origins to John C. Lincoln, a Cleveland industrialist and inventor who in 1946 established the Lincoln Foundation in Phoenix, Arizona. He was intrigued by the writings of Henry George, as expressed in the book *Progress and Poverty* (1879), in particular George's ideas about landownership and taxation. Lincoln created the foundation to support institutions in teaching, research, and publishing of information about George's work.

From the late 1940s through the early 1970s, the Lincoln Foundation sponsored a variety of university-based education and research programs on theoretical and applied economics and taxation. In 1966 the foundation established the John C. Lincoln Institute at the University of Hartford in Connecticut, and in 1968 it supported the creation of the Land Reform Training Institute in Taiwan (renamed the International Center for Land Policy Studies and Training in 1998).

The Lincoln Institute of Land Policy was established as a school in 1974 and became the foundation's primary grant recipient to develop multidisciplinary education, research, and publications programs. The institute focused on property valuation and taxation policy, urban planning and development, land economics, and property rights. To expand its work internationally, the institute established the Program on Latin America and the Caribbean in 1993 and the Program on the People's Republic of China in 2003.

In 2006, the Lincoln Foundation and the Lincoln Institute of Land Policy merged to become a private operating foundation whose mission is to be a leading center for the study and facilitation of effective land policy and land-related tax policy throughout the world. The organization continues its focus on teaching, research, and publications while also expanding its fellowship programs, joint venture and evaluation projects, Web-based resources, and other initiatives. In 2022, Claremont Lincoln University, originally founded by David C. Lincoln in 2011 and independently accredited in 2016, merged with the organization to become the Lincoln Institute's university. For the first time in its history, this enables the institute to scale its impact by offering a wide-ranging array of certificates and degrees online and on hybrid platforms and in partnership with municipalities, regional governments, and private entities.





The Lincoln House

The Lincoln Institute of Land Policy resides in a large shingle-style colonial revival house located at 113 Brattle Street in Cambridge, Massachusetts, near Harvard Square and next to the Henry Wadsworth Longfellow House, a National Park Service Historic Site.

The Lincoln House was designed by Boston architects Andrews and Jacques and built in 1887 for Edith Longfellow and Richard Henry Dana, whose marriage united two distinguished literary families. Edith's father was Henry Wadsworth Longfellow, one of America's most celebrated nineteenth-century poets, and Richard's father and namesake wrote the 1840 classic, *Two Years Before the Mast*.

The Lincoln Institute purchased the house in July 1989 and made extensive restorations and renovations; the front parlor rooms were restored with period wallpaper and furnishings, and the entire building was repainted in its original colors.

The Role

Based in Cambridge, MA, and reporting to the board of directors and working with the chair of the board, the president and chief executive officer has responsibility and accountability for managing the strategic, programmatic, and financial operations of the organization.

The president and CEO will:

- Serve as a partner to the chair of the board of directors and lead the Lincoln Institute in further defining a strategic plan to address the vision and mission of the institute, setting a strategy for its implementation and communicating the mission to a broad constituent base, including academia, policy leaders, government decision-makers, and the public;
- Provide leadership to the staff around prioritizing, implementing, and enhancing its research, education efforts, and program resources to increase the influence of the organization and its policies across a broad constituency;
- Serve as the primary partner of the president of Claremont Lincoln University (CLU)—a fully accredited US-based institute of higher education located in Claremont, CA, and, since 2022, a part of the Lincoln Institute—to define a long-term strategic plan to leverage the educational platform of CLU to feature and deliver content developed by the Lincoln Institute in its educational offerings;
 - Work with the CLU president and staff to design and deliver traditional master’s and baccalaureate degrees that incorporate Lincoln Institute publications, tools, and policy recommendations.
 - Work with the CLU president and staff to design and deliver novel programs that advance the mission of the institute by building public and civic sector capacity to deploy institute tools and policy ideas to improve quality of life in cities, towns, and rural areas.
 - Represent the Lincoln Institute to maintain and advance effective partnerships with key national and international organizations (American Planning Association, Government Finance Officers Association, National League of Cities, National Association of Counties, etc.) to attract new students to CLU.
 - Continue to build and maintain close integration between the Lincoln Institute and CLU both programmatically and operationally as memorialized in shared services agreements and other memoranda of understanding.
- Demonstrate strong intellectual leadership and foster an entrepreneurial environment of creativity and innovation;

The Role *(cont'd)*

- Convene leaders from across the fields of land taxation and land use policy to exchange best practices and serve community needs;
- Represent the Lincoln Institute on governing and advisory boards of institute centers and partner institutions. These include:
 - The International Center for Land Policy Studies and Training in Taiwan, a 50-plus-year partnership between the institute and the government of Taiwan;
 - The Peking Lincoln Center at Peking University in Beijing, China, a 15-plus-year partnership between the institute and Peking University;
 - The Center for Geospatial Solutions, a self-funded social enterprise that provides geospatial analytic support to the institute, its partners, and other organizations working in related fields;
 - The Babbitt Center for Land and Water Policy, established in 2017 to focus on the connections between land and water policies.
- Increase the visibility of the Lincoln Institute and the critical need to address land policy issues with a range of constituencies including government, business and civic leadership, the media, and the public;
- Continue to position the Lincoln Institute on the international stage, bringing together research and policy leaders and sharing the work conducted by the institute;
- Ensure that the Lincoln Institute embraces and implements technology to strengthen its engagement with its global constituent base;
- Utilize distance learning and other technical vehicles to ensure maximum outreach to the Lincoln Institute's target audiences;
- Leverage the institute's university—Claremont Lincoln University—to equip a new generation of leaders and emerging leaders to effectively use the tools of land policy to improve human well-being;
- Maximize the potential of a decentralized organization with its highly capable staff, international offices, and board;
- Ensure that all activities and programs meet the highest standards of ethics and transparency; and
- *As a condition of employment, the president is required to make the Lincoln Institute President's House at 115 Brattle Street their primary residence.*

The Person

The Lincoln Institute of Land Policy is seeking a visionary leader with unquestioned intellectual breadth, demonstrated operational skill and management savvy, broad consensus-building, expertise, and significant practical experience with land policy issues within the academic, government, and private sectors. The candidate will have the capacity to foster constructive dialogue and collaboration across organizational structures (while honoring the history of, and respecting and promoting the culture and values of, the Lincoln Institute). Given the unique history of the Lincoln Institute, and the continued active involvement of the Lincoln family, the successful candidate must be able to develop a rapport and mutual respect with the board chair and other family members.

The ideal candidate will have the capacity to manage a decentralized organization with an accomplished staff. The candidate will have demonstrated experience in developing a team and implementing hiring and succession management protocols. The candidate will also have experience working closely with a board of directors, staff, and other constituents to achieve ambitious goals in a fiscally responsible manner. The candidate will be an outstanding communicator, both written and verbal, and possess the ability to represent the Lincoln Institute effectively in dealing with diverse audiences. The candidate will serve as a distinguished external face for the Lincoln Institute and, ideally, will have international experience, enabling the candidate to be viewed as a thought leader and partner with domestic and international land policy practitioners, policy leaders, and the public.

As such, the candidate will bring a sophisticated understanding of a range of land policy issues and demonstrate the ability to quickly gain an understanding of those areas where the candidate does not currently have expertise or strong working knowledge. The ideal candidate will possess a demonstrated track record of creative leadership and will have successfully driven new program development in their prior roles.



The Person

Specific Competencies

SETTING STRATEGY

The ideal candidate will have a demonstrated record of setting priorities and successfully leading a major organization. The candidate will be a strategic thinker who will work with the board and with the Lincoln Institute's senior leadership team to develop plans and methods to realize the organization's goals. The candidate will be capable of working with others to develop strategies with differentiated approaches to address disparate audiences, cultures, and global contexts.

COMMITMENT TO RESEARCH

Given the Lincoln Institute's reputation as a leader in research on land policy issues, this candidate must possess a keen intellect and familiarity with, and respect for, academia, as well as the ability to interface credibly with leading researchers. Further, the candidate will have a track record of managing high-performing research organizations.

POLICY ACUMEN

The ideal candidate will have a proven background in (or knowledge and understanding of) land policy issues, taxation, planning, urban development, public finance, smart growth, conservation, and/or other issues on which the Lincoln Institute focuses. The candidate will be comfortable serving as ambassador with the capacity to create and nurture coalitions, networks, and key relationships to implement sound land policy on an international basis.

PASSION AND SHARED VALUES

The candidate will have the capacity, intellectual curiosity, and inclination to exemplify the Lincoln Institute's core mission to inform decision-making through education, research, policy evaluation, demonstration projects, and the dissemination of information. Ideal candidates will possess a PhD, JD, MBA, or other terminal degree.

The Person

Specific Competencies

LEADERSHIP STYLE

The ideal candidate will demonstrate the “partner-like” leadership skill necessary to be effective in an organization of highly motivated professionals with diverse skills and perspectives. The candidate will foster a culture of accountability, engagement, and empowerment, convening and leading diverse constituencies to achieve excellence. The candidate will be decisive, with the ability to set priorities, delegate, assure accountability, and allocate resources to ensure results. The candidate will demonstrate a commitment to transparency, openness, and mutual respect.

COMMUNICATION SKILLS

The candidate will be an inspiring communicator who can articulate the Lincoln Institute’s vision and direction to a wide audience, as well as in one-on-one settings. The candidate will have the ability to connect with and secure results from the academic community, policymakers, corporate leaders, other NGOs, the media, board members, and staff. The candidate will have marketing experience necessary to oversee and participate in marketing Lincoln Institute and Claremont Lincoln University products, tools, and ideas to diverse audiences.

INTERPERSONAL SKILLS

The successful candidate will have the interpersonal skills, desire, and intellect needed to recruit, retain, motivate, and inspire professional staff, volunteers, and partners. The candidate will be an active listener, demonstrate respect for others and, in turn, work to gain their respect. The candidate will be able to develop positive and productive relationships, effectively build working coalitions and consensus, and engage people and institutions towards achieving the Lincoln Institute’s goals. The candidate will have a strong sense of self and inherent intellectual curiosity to ask probing and difficult questions but demonstrate a balanced perspective that encourages others, whether they be staff or board, to seek the appropriate answers.

Engagement Team

The Lincoln Institute of Land Policy is dedicated to creating an inclusive work environment and is proud to be an equal opportunity employer. Individuals seeking employment at the Lincoln Institute of Land Policy are considered without regards to race, color, religion, national origin, age, sex (including pregnancy, childbirth, or related medical conditions), ancestry, citizenship status, gender identity or expression, genetic information, marital or domestic/civil partnership status, physical or mental disability, sexual orientation, veteran status, or any other characteristic protected by law.

Nominations, inquiries, and interest should be directed to: LILPCEO@heidrick.com.

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Jackie Zavitz, Partner

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Compensation for this role will be determined based on experience and skill set, with an anticipated base salary range of **\$500,000-\$550,000**. This range does not include any incentive-based compensation. The Lincoln Institute of Land Policy encourages any candidate who might have interest to reach out to Heidrick & Struggles for a preliminary conversation.

Heidrick & Struggles serves the executive leadership needs of the world's top organizations as a trusted advisor for leadership consulting, culture shaping, and senior-level executive search services. Our data-driven solutions empower senior executives and boards of directors to transform their organizations by leveraging top talent and accelerating performance across all layers of the business.