

Prominent Nonprofit Seeks Vice President of Philanthropy
Confidential Search

The Organization

Our client is a large social service agency based in Massachusetts.

Position Summary

The Vice President of Philanthropy, is responsible for the agency's fundraising program and serves as a critical member of the organization's Senior Leadership Team. This position is responsible for cultivating and promoting a culture of giving in which board and staff members are fully equipped as ambassadors, embracing their roles as an integral part of agency philanthropy efforts.

Primary Responsibilities

- In collaboration with the Senior Vice-President of Strategic Planning and Development and the CEO, set the strategy and tone for fundraising, emphasizing the implementation of innovative and creative ideas for securing private donations.
- Support a culture of integration across all agency departments.
- Work closely with the Marketing and Communications Director to build greater visibility and strengthen the organization's reputation through digital communications, social media and other cultivation tools.
- Partner with and support the CEO, board and senior leadership in advancing fundraising goals. Work closely with the Board to inspire greater participation in advancement efforts while capitalizing on board members' resources, talents and networks.
- Create, implement, and oversee an agency major gift program.
- Lead and participate in the solicitation efforts of targeted individuals and corporations. Exercise diplomatic persistence in the cultivation of donors. Demonstrate the ability to close a deal.
- Develop a strategy to collaborate with key staff so that every staff member is engaged in raising funds and elevating the profile of the organization. Partner closely with program staff to make certain that fundraising requests match program needs.
- Review and enhance the capacity of the staff and infrastructure to achieve Advancement's goals.
- Set the overarching direction, establish metrics and lead the staff in the execution of events, fundraising activities, relationship building events and campaign planning. Supervise staff in events, grants and contracts, and development ensuring that plans are implemented, goals achieved, and timely reports generated, and information is shared.
- Achieve annual fundraising targets according to strategic plan.
- Evaluate and refine processes to support fundraising success. Monitor fundraising progress and donor stewardship; and provide analytic reports to senior leaders, the CEO, and the board.
- Provide oversight and strategic direction to the Director for Government and Foundation Support on applications for government funding and compliance of private grants.
- Build a culture of continuous improvement by using data to drive decisions and make course corrections when necessary.
- Monitor key fundraising trends, issues and communicate their implications to the Senior Vice-President of Strategic Planning and Development and CEO with suggested action.
- Actively attend all supervision and staff meetings.
- Motivate and lead a high-performance team; provide effective, supervision, mentoring and professional development opportunities.

- Adhere to all principles related to the organization's values
- Ensure that clients are treated with dignity and respect in accordance with the organization's Human Rights policies.
- Perform all duties in accordance with the established policies and procedures.
- As a member of Senior Leadership, other duties as assigned.

Profile of the Ideal Candidate

- Bachelor's Degree in related field, Master's Degree is preferred.
- Ten years minimum of increasing experience and responsibility in a development or advancement department, including oversight, major gift solicitations and campaigns, as well as board and leadership development.
- Strongly prefer a candidate that will have a demonstrated understanding of and competence in serving culturally diverse populations
- Strong computer skills and report writing.
- Strong and engaging communication skills, both written and spoken.
- A wide knowledge of the organizational and initiative branding and marketing strategies.
- Strong leadership, management and administrative skills.
- High energy level, superior interpersonal and collaboration skills, and ability to work collaboratively in a team atmosphere.
- Significant knowledge of the Massachusetts philanthropic sector.
- Must hold a valid drivers' license and have access to an automobile to travel between sites.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

General requirements

- Full upper extremity range of motion.
- Full lower extremity range of motion.
- Must be able to lift items weighing over 25 lbs.
- Continuous: Communication – verbal and written.
- Frequent: Standing, sitting, walking.

Compensation and Benefits:

This is a full-time, salaried, exempt position with a 40-hour work week and a starting salary of \$150,000 to \$170,000 commensurate with experience and qualifications, as well as a potential for an annual bonus. The organization also offers a comprehensive and generous benefit package.

Application Process and Additional Information

The organization welcomes and encourages applications from visible minority group members, indigenous persons, members of the LGBT community, persons with disabilities and others who may contribute to the diversity of the organization and reflect the diversity of the communities served.

To apply, include a resume and a cover letter in PDF format, which describes how qualifications and experience match the needs of the position. Applications are confidential and will be acknowledged quickly

after receipt; those received soonest will receive priority. Upload required documents to:
<https://eostransitions.applicantpool.com/internaljobs>.

This search is being conducted by Eos Transition Partners consultant, Patricia Duarte. Any questions should be submitted to Patricia at pduarte@eostransitions.com.