

Montefiore



Director of Individual Giving

Montefiore and Einstein

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BOSTON | NEW YORK

Montefiore and Einstein seeks a Director of Individual Giving to play a critical role in strengthening, measuring and expanding the frontline fundraising program.

About Montefiore and Einstein



Montefiore Health System was founded in 1884 by Jewish philanthropists as a care facility for patients with chronic illnesses, and quickly expanded into a world-class hospital based in the Bronx. Years later, Albert Einstein agreed to lend his name to a future medical school that would accept “students of all creeds and races,” and the Albert Einstein College of Medicine welcomed its first class of 53 men and 3 women on September 12, 1955. To provide clinical education for medical students and residents, Montefiore and Einstein entered an initial affiliation

agreement in 1963, leading to a partnership marked by several medical “firsts” – the world’s first transvenous cardiac pacemaker, the country’s first pediatric kidney transplant program, and the state’s first specialized endocrine and neuroendocrine tumor program.

Building on the decades-long synergy among educational, research, and clinical enterprises, Montefiore and Einstein’s affiliation developed into a full academic partnership when Montefiore assumed fiduciary oversight, operations, and governance of the College of Medicine in September 2015. Today, Montefiore and Einstein is one of New York’s premier academic health systems and is a recognized leader in providing exceptional quality and personalized, accountable care to approximately three million people across the Bronx, Westchester, and the Hudson Valley. The Montefiore and Einstein system is comprised of 11 hospitals, including the Children’s Hospital at Montefiore, Burke Rehabilitation Hospital, and close to 200 outpatient care sites. The advanced clinical and translational research at the College of Medicine directly informs patient care and improves outcomes. From the Montefiore and Einstein Centers of Excellence in cancer, cardiology and vascular care, pediatrics, and transplantation to a preeminent school-based health program, Montefiore and Einstein is a fully integrated healthcare delivery system providing coordinated, comprehensive care to patients and their families.

About Philanthropy at Montefiore and Einstein

Montefiore and Einstein has created incredible synergy around new bench-to-bedside discoveries that draw on the strengths of both institutions – premier educational opportunities, cutting-edge research, and science-driven clinical services. While there’s great promise in the combined force of Montefiore and Einstein, the integration of two complex institutions requires thoughtful planning and tremendous leadership, particularly as it relates to philanthropy. To capitalize on the opportunity that the integrated system presents, the Montefiore and Einstein development teams were integrated into one office in August 2016.



Since coming together, the Montefiore and Einstein Office of Development, led by Rachelle Sanders, Vice President and Chief Development Officer, has increased the number of full-time frontline fundraisers on the ground, re-engaged donors who have lapsed during the transition, and elevated the system-wide conversation about philanthropy through a strategic planning for development process led by executive, trustee, and campus leaders. With a strategic plan for development in hand, Montefiore and Einstein has the roadmap and leadership investment to guide and focus fundraising activity over the next several years.

By demonstrating what it means to give back and inspiring others to do the same, Montefiore and Einstein will aspire to reach its overarching vision of becoming a leading philanthropic institution that attracts transformational support locally and beyond the New York City region.

About the Position

Montefiore and Einstein seek an experienced, highly motivated fundraising professional to join a growing team as the Director of Individual Giving. Reporting to the Senior Executive Director of Development, the Director of Individual Giving will play a critical role in strengthening, measuring and expanding Montefiore and Einstein's frontline fundraising program. He/she will initially manage two direct reports (a Principal Gift Officer and Major Gifts Officer) and soon have the opportunity to build out the team with as many as four additional frontline staff.



The Director will assume staffing of a service line, through which he/she will inherit a portfolio of approximately 50 current, perspective, and recently lapsed donors who give or are capable of giving at the \$100,000 level or above. The Director will also assume management of the Montefiore and Einstein Council, an active group of leaders committed to advancing the organization's mission through engagement, volunteerism and philanthropy. In addition to managing and stewarding those relationships, he/she will be tasked with preparing and implementing a strategic plan for the frontline fundraising team that identifies and

incorporates specific performance metrics within a service-line based, basic science to clinical care approach to staffing.

Working closely with the Director of Institutional Giving, the Director of Alumni Relations and the Director of Prospect Development, the Director of Individual Giving will help shape, strengthen, and expand Montefiore and Einstein's fundraising program while creating a pipeline for leadership giving that will help to raise the baseline of total funds raised annually.

Key Responsibilities

- Manage a portfolio of individual major gift prospects and participate personally in soliciting gifts.
- Develop cultivation and solicitation strategies for high-potential prospects utilizing, as appropriate, major gift, planned gift, and/or event-based approaches.
- Work with medical staff, volunteers, and other members of the community to help Montefiore and Einstein identify potential high capacity donors.
- Create a strategy for each donor to align institutional and department goals; connect department goals and institution's needs.
- Mentor, guide, and coach the major gifts staff in their fundraising efforts.
- Plan, lead, and direct work of staff to ensure goals and objectives are completed within established budgets and timelines.
- Cultivate and maintain strong customer relationships and rapport with stakeholders.
- Share knowledge, time, and expertise to assist other members of the team.

Key Qualifications

- Minimum of eight years of progressively responsible development experience, with a strong working knowledge of the principles and practices of major gift fundraising in an academic medical, healthcare environment or comparable complex organization.
- Proven management skills and the ability to effectively evaluate, prioritize, and develop individuals of all stages in a portfolio.
- Ability to establish, maintain, and inspire donors, prospects, volunteers, development staff, and other constituents toward the accomplishment of fundraising goals.
- Strong ability to recruit, orient, train, mentor, and motivate staff and volunteers who support development goals and programs.
- Ability to adapt to and work effectively within a variety of situations, individuals, and groups.
- Ability to understand and appreciate different and opposing perspectives, adapting one's approach as the requirements of a situation change. Creative thinking is a must.
- Independent worker/thinker: must have the ability to work independently and in a team setting.
- Results oriented with the ability to achieve results and complete assignments in a timely manner.
- Excellent presentation, organizational, interpersonal, and writing skills.
- Solid working knowledge of fundraising databases, preferably Raisers' Edge.
- Bachelor's degree required. Master's degree preferred.

All qualified candidates will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, veteran status, or any other characteristic protected by law.

Please email your cover letter and resume in confidence to:

MontefioreEinstein@developmentguild.com

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For more information about Montefiore and Einstein, please visit <https://www.montefiore.org/default.cfm>
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About Development Guild DDI

Development Guild DDI is a nonprofit leadership development consulting firm that provides nonprofit executive search, fundraising counsel, and campaign services. We bring a powerful combination of discipline and innovation to every client engagement, delivering solutions that are both strategic and deeply rooted in experience and analysis. Drawing upon more than 2,500 client engagements and 40 years working in every nonprofit sector, our collaborative approach is distinguished by candid dialogue and supported by cutting-edge technology. We commit to understanding and respecting your unique culture and to translating that knowledge into viable solutions.

