

# Senior Vice President, Executive Search

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National, Remote | Spring, 2022

**Suzanne Weber**

CHIEF EXECUTIVE OFFICER

Development Guild DDI

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BOSTON | NEW YORK

## About Development Guild DDI

Based in Boston and New York, Development Guild DDI (DG DDI) is a nationally leading consulting firm that provides executive search, fundraising counsel, and campaign services to mission-driven, nonprofit organizations and educational institutions. 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 data.

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 each client's opportunities and challenges and to translating that knowledge into viable solutions. We are proud of the impact we have on their ability to achieve mission delivery.



Friends of the High Line

### **Executive Search Services**

Our **executive search services** are noted for delivering exceptional candidates. As retained counsel, we lead searches for CEOs, C-suite leaders, and fundraising talent. Employing a trusted search process that understands and respects each organization's unique culture and opportunity along with our proprietary research technology, we support our clients in hiring exceptional candidates.

### **Fundraising Services**

We partner with our clients to drive fundraising opportunities from concept and vision to dollars raised and goals met. Our **fundraising services** include capital campaigns, assessments, and planning, acquiring and training talent, and providing resident counsel while an organization builds its own capacity. We join client leadership in their efforts to increase philanthropic revenue and ROI – and deliver on their plans.

## Our Clients

Clients trust us. They know we share their passion. And they appreciate our track record of repeatedly creating tangible, lasting value. We are proud to have partnered with a wide range of institutions, including:

Appalachian Mountain Club  
Boston Children's Hospital  
Cancer Research Institute  
Cedars-Sinai Medical Center  
City College of New York  
Colby College  
Fountain House  
Friends of the High Line  
Harlem Children's Zone  
Jacob's Pillow

Mobilization for Justice  
Mount Sinai Health System  
National Audubon Society  
New-York Presbyterian Hospital  
Phillips Exeter Academy  
Pine Street Inn  
UMASS Amherst  
WBUR  
World Trade Centers Association

Explore **Our Clients** to learn more about our work and our clients' successes.

## Our Team

Our people are our greatest asset. Their experience, talent, ambition, and dedication to advancing important social, cultural, educational, and scientific goals set us apart and provide our clients with unparalleled services. Our employees are driven by these values:

- Excellence through knowledge
- Innovation
- Integrity and Accountability
- Diversity, Equity, and Inclusion
- Inspired by our clients
- Passion for our people

We invest considerable effort to ensure challenging and interesting opportunities for our team of 30. Learn more about what it's like to work at Development Guild on our [Join Us](#) page.

## Our Commitment to DEI

Diversity, equity, and inclusion (DEI) are essential elements of mission-driven and philanthropic work. At DG DDI, we recognize that diverse voices, perspectives, and experiences are required for the greatest impact. Through our executive search services, we are dedicated to building a thriving, diverse community of nonprofit leaders. Through our fundraising and campaign services, our strategic counsel aligns with and furthers our clients' goals of Board, volunteer, and donor diversity and inclusion. Furthermore, in support of our ongoing commitment to increasing diversity in the fields of advancement and fundraising, we partner with the Council for Advancement and Support of Education (CASE) and the Association of Fundraising Professionals (AFP) to sponsor initiatives and fund scholarships that focus on fostering inclusivity and opportunities in the profession.



**Johns Hopkins University School of Medicine**

As we work to improve our ability to address diversity, equity and inclusion through our client services and partnerships, we are also looking inwards. In 2020, we created a DEI Task Force to assess, strengthen, and measure the effectiveness of our efforts. Since then, we have made great strides in:

- Understanding our staff's perspectives regarding our DEI successes and opportunities for growth – and crafting an ongoing strategy to address these opportunities.
- Reviewing and revising our hiring and recruiting processes to increase the diversity of staff.
- Developing a shared language around DEI to ensure all staff feel recognized, comfortable, and respected as we navigate potentially sensitive topics.
- Providing learning and training opportunities for staff as it relates to DEI, including online courses, reading challenges, and a library of resources.
- Providing support and resources for all staff to successfully address DEI in their respective roles and projects.
- Assessing our existing network, and intentionally broadening the vendors, membership organizations, and candidate pools we partner with to diversify our network.
- Updating both internally and externally-facing materials to use more inclusive, intentional, and specific language.
- We have also engaged outside counsel to further our expertise and impact.

DEI is a continual process of improving, and we recognize that we are always learning – and supporting our clients as they do the same.

## About the Position

DG DDI is seeking a strategic and experienced professional to join our firm's leadership group. Reporting directly to Suzanne Weber, Chief Executive Officer of DG DDI, the SVP will play a vital role in the firm's growth trajectory.

The SVP will lead project teams in searches for senior-level positions and will also direct searches to build out teams across a broad swath of nonprofit sectors. The SVP will also be expected to manage a sales portfolio, contribute to best practices within the firm, and foster the professional development of DG DDI staff.

We will provide in-depth training in DG DDI's executive search model. Experience in business development and sales is highly desirable.



National Audubon Society



Cradles to Crayons

## Key Responsibilities

- Lead executive search projects, working directly with clients and managing project teams
- Contribute to business development for the firm and manage a sales portfolio among both existing and new clients
- Contribute to the strategic direction of the firm
- Initiate and maintain excellent relationships with candidates, clients and a network of nonprofit leaders
- Mentor client teams and colleagues to develop their skills and support their career development

## Key Qualifications

- Demonstrated success in a leadership or consulting role.
- Senior leadership experience in executive search, consulting, human resources, talent acquisition, nonprofit management, and/or fundraising
- Genuine interest in building and managing a business development portfolio
- Experience working closely with board members, CEOs and C-Suite leaders

- Excellent communication (written and verbal) and interpersonal skills
- Experience developing staff potential and providing professional growth opportunities for staff/team members
- Ability and willingness to travel nationally

## Our Future

We have emerged from COVID with the strongest set of opportunities in our history. We seek candidates who want to participate in shaping the future of the firm.

### ***Marketing and Business Development***

We invest significant resources in our marketing and business development programs. The SVP can expect a robust slate of business development opportunities.

### ***Innovative Service Development***

A hallmark of DG DDI is our commitment to addressing the emerging needs of our clients. Along these lines, we created software that we are currently using for internal planning initiatives. We believe this new technology will also become an asset to nonprofits organizations and educational institutions.

For consideration, please email your cover letter and resume in confidence to:

[SVPsearch@developmentguild.com](mailto:SVPsearch@developmentguild.com)

**Suzanne Weber, MBA**

**CHIEF EXECUTIVE OFFICER**

Development Guild DDI

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



**St. Mark's School**