

Vice President, Executive Search

Metro New York | Fall 2019

Kate Michaud

DIRECTOR OF STAFF DEVELOPMENT

Development Guild DDI

vp1@developmentguild.com

developmentguild.com

BOSTON | NEW YORK

Vice President, Executive Search

Development Guild is seeking a strategic and experienced professional for a Vice President position. This new Vice President role is designed for nonprofit executive-level managers or consultants who are experienced working strategically with nonprofit CEOs, Chief Officers and board members on achieving vital organizational goals. Reporting directly to William Weber, Ed.D., President, this position is expected to play a vital role in the firm's future.

The Vice President will lead DG DDI project teams in retained searches for Chief-level positions, as well as directing searches to build out fundraising teams across a broad swath of nonprofit sectors.

The VP will be expected to build a business development portfolio, contribute to best practices within the firm, and be a spokesperson for DG DDI. We are especially looking for individuals who will embrace the opportunity to develop and disseminate best practices in the field.

Individuals with executive search, fundraising or human resources leadership experience are all encouraged to consider this position. We will provide in-depth training in DG DDI's executive search model, suitable for experienced search leads, for seasoned fundraising professionals or nonprofit consultants.

DG DDI's executive search work is conducted nationwide, with an occasional internationally based client. Travel is an essential component for success in this position.

Key Responsibilities

The Vice President position represents an opportunity for a senior-level professional to work closely with organizational leadership on impactful projects. Key responsibilities include:

- Lead the management of executive search client project teams, bringing your expertise and skills to bear on the quality of the engagement;
- Build a business development portfolio of new business among existing clients and developing new clients;
- Gather data, analyze, and present findings in reports and in person;
- Mentor client teams and colleagues to develop their skills and become strong contributors to client engagement; and,
- Initiate and maintain excellent relationships with clients and friends of the firm.

Key Qualifications

Development Guild seeks a talented and experienced senior-level professional who shares our commitment to quality, innovation, and thoughtful change for nonprofit organizations. Successful candidates will have a strategic perspective, excellent writing and data analysis skills, and demonstrated success in a leadership or consulting role. More specifically, Development Guild is seeking the following qualifications:

- Experience in executive search, Chief-level fundraising and/or experience consulting to nonprofits is required.
- Genuine interest in building and managing a business development portfolio;
- Experience working closely with board members, CEOs and C-Suite positions;
- A commitment to and demonstrated knowledge of best practices;
- Analytic ability, a demonstrated appetite for using data to support recommendations and conclusions;
- Excellent communication (written and verbal) and interpersonal skills;
- Highly organized, an ability to effectively manage multiple and demanding projects simultaneously;
- Ambition, seeks excellence and responsibility. Seeks personal and professional growth;

Candidates must be willing and able to travel. Day travel is the most typical travel involved, but occasionally searches will require overnight stays for periods lasting several days.

About Development Guild DDI

We are a leading consulting firm that provides executive search, fundraising counsel, and campaign services to nonprofit leaders. 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 each clients' opportunities and challenges and to translating that knowledge into viable solutions.

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 along with our proprietary research technology, we support our clients in hiring candidates ready for impact on day one.

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.

What Sets Us Apart

“The insights that Development Guild provides are unique in the field and in part this is a result of their search services being deeply informed by their fundraising practice.”

-Mark Kostegan, Senior Vice President of Development at Mount Sinai Health System

By providing both executive search and fundraising services and working across the breadth of the philanthropic sphere, we gather insights that expand and refresh our knowledge of industry trends. Our experience in fundraising informs our understanding of the marketplace and the qualifications necessary for fundraisers to succeed.

We are proud to have provided executive search and fundraising services to a variety of institutions, including Boston Children's Hospital, Choate Rosemary Hall, Colby College, Fountain House, Kellogg Foundation, Lymphoma Research Foundation, Mount Sinai Health System, New-York Presbyterian Hospital, and Storm King Art Center.

Our Clients

Clients trust us. They know we share their passion. And they appreciate our track record of repeatedly creating tangible, lasting value. Explore [Our Clients](#) to discover the diverse range of nonprofit institutions with which we have partnered.

Our Team

We strongly believe that talent is *the* critical differentiator in our ability to deliver a higher level of strategic thinking, high-caliber ideas, a collaborative work style, and solutions that offer real impact. We apply the same discipline and rigor to developing our own talent that we bring to our clients—and as a result have established a second-to-none **team** of professionals.

- We have 40+ team members and growing, located in Boston, New York, and throughout the Northeast Corridor.
- Our firm is committed to our staff's growth and professional development, and our staff is committed to our clients and their success.
- We staff each client team with ample support and resources, so our senior consultants can operate at their most strategic level.
- Our well-established management infrastructure (accounting, human resources, technology, and marketing) allows for our consultants to focus intensively on client engagements.
- We provide senior leaders with a wide range of flexibility and options depending on where they are in their career trajectory. Several of our senior leaders choose a select number of clients to work with, others prefer to focus on business development, still others thrive from a mix of both.

Our Future

We are on a serious growth trajectory. Join us for the opportunities to deliver impact, to lead, and in our universal commitment to excellence.

Executive Search and Fundraising Practices

The number of client executive searches has doubled over the past year. At the same time, the number of fundraising and campaign clients have increased by 50% during this past year.

Innovative Service Development

We opened our doors originally with planning and evaluation services. Our Executive Search and Fundraising practices were developed to meet the nonprofit needs identified through this work. 20 months ago we began development of software which combines AI with human intelligence to engage large constituencies in major planning initiatives. Developing this new product and service matches our long-term commitment to innovation and ongoing development of new best practices.

Marketing and Business Development

We have been investing significant resources in our marketing and business development programs and have seen substantial results, including a 250% increase in sales referrals over last year, a 150% increase in RFP submissions, and a 23% increase in our website traffic.

The Plan

We have begun a major five-year strategic planning initiative for 2020-2025. The Principals of the firm, our strategic leadership group, are committed to expanding Development Guild DDI's national impact on nonprofit and educational organizations' best practices and excellence.

Our key goal areas include plans for investment in:

- Our staff, recruiting new senior leaders for national growth
- The marketplace, examining areas of changing need and opportunities for growth and innovation
- Our services, evaluating current and new service lines for development
- Our infrastructure, investing in training, technology and resources
- Brand, marketing and business development

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

vp1@developmentguild.com

Kate Michaud

DIRECTOR OF STAFF DEVELOPMENT

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.

For more information about Development Guild DDI, please visit www.developmentguild.com