

# Vice President, Fundraising

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**Kate Michaud**

**SENIOR DIRECTOR OF STAFF DEVELOPMENT**

Development Guild DDI

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**BOSTON | NEW YORK**

## Vice President, Fundraising

Development Guild is seeking a strategic and experienced fundraising professional who shares its commitment to philanthropy as a driver to creating a stronger and better society, as well as to quality, best practices and being an exceptional resource to nonprofit leaders. Reporting directly to Victoria Jones, President, the Vice President will lead fundraising counsel engagements, develop sales opportunities for the firm, and contribute to our development of best practices in the field. As with all of our leaders, this individual will also selectively lead executive search engagements; an opportunity that has enriched our firm, our client engagements, and has provided strategic perspective for our staff.

## The Opportunity

Development Guild seeks a talented and experienced fundraising professional who shares our commitment to quality, innovation, and thoughtful change for nonprofit organizations. In doing so, the Vice President position represents an opportunity for a senior-level professional to work closely with institutional leadership on impactful projects, and to contribute to the growth and strength of the firm. Key responsibilities include:

### Consulting engagements:

- Lead fundraising and search client project teams, bringing your expertise and skills to bear on the quality of the engagement. Development Guild staff deeply appreciate the impact they have with their clients.
- Apply and enhance your own expertise in providing excellent counsel in fundraising and all service lines, as well as contribute to developing emerging best practices.
- Utilize and strengthen Development Guild's standards and service protocols to advance your own and the firm's expertise.
- Negotiate big questions and navigate complex paths to fundraising success one-on-one with clients, staff teams, and Boards.
- Partner directly with clients and project team members to achieve mutually developed outcomes and deeply engaged client partnerships.
- Mentor client teams and colleagues to develop their skills and become strong contributors to client engagement.

### Business development:

- Build a body of sales among your own network, Development Guild's existing clients, and among leads generated for you by the firm.
- Carry a sales goal and appreciate the significance of the business development role as key to your leadership within the firm.
- Initiate and maintain excellent relationships with clients and friends of the firm that result in resales and referrals.

### Development of best practices:

- Work in and appreciate an environment that respects both your experience and your potential, asks you to do your best work, and supports you in achieving it.
- Use your own knowledge and expertise to grow best practices within our service areas and within the firm.
- Expand your experiences by partnering with colleagues whose skills and talents are outside of your own.
- Contribute meaningfully to a firm committed to continuous learning and innovation.

## Key Qualifications

Successful candidates will have a strategic perspective, demonstrated success in a fundraising leadership role, and excellent writing and data analysis skills. Candidates must also be able to demonstrate a full array of leadership characteristics, including the ability to chart a course of action and develop a vision of a desired outcome, as well as outstanding interpersonal, communication, and negotiation skills. More specifically, Development Guild is seeking the following qualifications:

- At least 10+ years of professional and progressive fundraising experience are required; additionally, other professional experience in relevant fields is welcome.
- Experience in fundraising consulting and/or in campaign planning is highly desired. Successful work with various aspects of fundraising: campaign, major gifts, and/or annual fund is expected, as is strong demonstration of project management with a variety of internal “clients.”
- Experience working closely with senior management, boards and/or volunteer leadership.
- A commitment to and evidence of best practices is expected. Successful experience working in an organization with a commitment to best practices is of significant value.
- Analytic ability, a demonstrated appetite for using data to communicate (through spreadsheets, graphics) to support evidence-based recommendations and conclusions.
- Demonstrated ability to work within an organization emphasizing teamwork, accountability, respect, and excellence.
- Excellent communication and interpersonal skills.
- An exceptional writer who welcomes diverse writing and editing responsibilities.
- Highly organized, an ability to manage multiple and demanding projects simultaneously and successfully;
- Strong organizational skills, attention to detail, and follow through.
- Demonstrates a high degree of ambition and the desire for excellence, and responsibility.
- Seeks personal and professional growth.
- Illustrates a genuine interest in expanding a sales portfolio and being a strong networker.
- Sales experience a plus.
- A deep appreciation for the mission of our clients and ability to be a spokesperson for them.
- Ability to travel regularly and fluidly(day travel is the most typical travel involved, but on occasion may include stays overnight for periods lasting several days).
- Preference for qualified candidates with experience in more than one nonprofit sector.

## 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.

### **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.

### **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.

## 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 fundraising and executive search 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 fundraising and executive search services to a variety of institutions, including Boston Children's Hospital, Boston University, Cedars-Sinai Medical Center, Choate Rosemary Hall, Colby College, Dana-Farber Cancer Institute, Fountain House, Kellogg Foundation, Lymphoma Research Foundation, Mount Sinai Health System, Museum of Arts and Design, National Audubon Society, 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 our consultants to focus intensively on client engagements and business development.

## Our Future

Development Guild has been and continues on a significant growth trajectory both in the size and scale of the firm. We are seeking leaders to join us for the opportunities to deliver impact and excellence.

### ***Fundraising and Executive Search 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. As we build our marketing plans, we are achieving our goals of becoming a leading regional and increasingly national consulting firm. Similarly, we are focused on building business development strategies within the sectors of education and health care, as well as others.

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

We opened our doors originally with planning and evaluation services. Our Fundraising and Executive Search 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:  
[vpfundraising@developmentguild.com](mailto:vpfundraising@developmentguild.com)

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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](http://www.developmentguild.com)