

Position Announcement

Director of Philanthropy



Organization Profile:

Rady Children's Hospital San Diego (RCHSD) has been meeting the health needs of San Diego County children and families since 1954. Today, Rady Children's is a nationally recognized non-profit, pediatric academic medical center dedicated to excellence in care, education, and research.

Rady Children's is the only hospital in the San Diego area dedicated exclusively to pediatric healthcare and the region's only designated pediatric Trauma Center. Rady Children's is one of the largest pediatric hospitals in the country, and the provider of care for 91% of children throughout the region. In June 2021, U.S. News & World Report ranked Rady Children's among the best children's hospitals in the nation in all ten pediatric specialties surveyed; rankings included the Neonatology program ranked as No. 5, Orthopedics program as No. 8, and the Urology program as No. 10. In partnership with the University of California, San Diego School of Medicine, Rady Children's is the region's teaching hospital for the next generation of pediatric clinicians and continues to be a major pediatric clinical research center.



Reports To

Assistant Vice President, Philanthropy

Position Summary

The Director of Philanthropy is responsible for identifying and developing relationships with a core group of prospective leadership donors with capacity for major gifts of \$250K+ or as defined by management. Through effective moves management, the successful candidate will manage an active portfolio of 80-120 prospects in various stages of identification, cultivation, solicitation and stewardship. This is a frontline fundraising position, ultimately responsible for soliciting major gifts and serving as liaison to physicians, hospital administrators, and other stakeholders. The Director of Philanthropy will be responsible for implementing gift strategies and securing gifts in support of established funding priorities including institutes, endowments, programs, chairs, fellowships and capital needs. The Director of Philanthropy will work in coordination with leadership to develop gift proposals, campaign materials and communication/marketing plans. The Director of Philanthropy will help guide stewardship activity, attend events and participate in other activities related to fundraising. In addition to exercising professional and ethical judgement, the Director of Philanthropy will be expected to meet individual and departmental performance standards.

Specific Responsibilities

As part of a dynamic and collaborative team, the Director of Philanthropy will be team-oriented and will be responsible for fulfilling the objectives and goals identified by the SVP/Executive Director of the Foundation and the Rady Children's Hospital Foundation Board of Trustees, including:

Portfolio Management:

Proactively maintain a robust portfolio of local and national prospects and donors, both private individuals and family foundations, capable of contributing major gifts as defined by management. Portfolio includes major gift prospects and donors in various stages of identification, cultivation, solicitation and stewardship. Work closely with supervisor and prospect research to move donors through the giving continuum.

Solicitation and Strategic Planning:

Develops giving opportunities for and communication strategies with prospective / existing donors. Devise strategies and timetables for the successful solicitation of major gifts. Arrange opportunities for hospital leaders and other administrators, as appropriate, to meet with donors, prospects and volunteers in forums designed to increase interest and philanthropic support. Become thoroughly familiar with hospital priorities in order to develop accurate and compelling case statements and gift opportunities for prospective donors. Achieve/exceed individual philanthropic goals and solicitation metrics as assigned by management.

Philanthropic Advocate:

Advance a culture of philanthropy, collaboration, ethics and accountability with internal and external audiences to develop, enhance and sustain maximum fundraising effectiveness. Advocate for RCHSD in a variety of public and private functions regarding the need for and use of philanthropy to achieve organizational goals. In conjunction with supervisor, arrange for appropriate leaders to participate in cultivation, solicitation and stewardship, as necessary and appropriate; participate directly in these occasions as appropriate. Establish close working relationships with departmental heads and hospital staff. Assist trustee and leadership volunteers in their endeavors to obtain philanthropic gifts for the hospital.

Donor Relations:

Coordinates stewardship initiatives to ensure regular contact with donors through personal visits, letters, emails and other written material, phone calls and events. Meet donor/prospect visit metrics as assigned by management. Provide excellent customer service to donors, colleagues, clinical partners, volunteers and hospital leadership.

Data Integrity and Confidentiality:

Help ensure integrity and functionality of constituent management system through accurate entry and maintenance of constituent and gift data; maintain adequate security and confidentiality of data. Document constituent activity in a timely manner; identify, collect and analyze appropriate data for critical decision-making.

Verbal and Written Skills:

Demonstrate strong verbal communication skills, articulate the mission and fundraising goals of RCHSD and make persuasive oral presentations. Possess effective communication skills necessary to write and edit letters, memos, reports, discussion documents, proposals and other cultivation, solicitation and stewardship materials. Develop presentations to internal and external audiences regarding philanthropic opportunities and giving vehicles. Work closely with supervisor to manage complex issues which arise from the elaborate interrelationships among hospital administration, departments, and/or Foundation staff.

Special Projects and Assignments:

Create and execute special projects as assigned by the SVP/Executive Director, and/or supervisor. Work evenings and weekends as needed.

Qualifications

Qualities and experiences that ideal candidates should display include:

- An earned baccalaureate degree
- Four years of professional experience
- Drivers license and proof of auto insurance
- Development experience
- Experience with major and principal gift solicitation

- Detail-oriented
- Team player with the ability to work independently as well as collaboratively to achieve common goals
- Works efficiently under pressure; meets deadlines; demonstrates strategic thinking and good decision-making, as well as an entrepreneurial spirit
- Articulate, poised and possesses strong writing skills
- Ability to work evenings and weekends as needed

Preferred Qualifications

Preference will be given to candidates that also display one or more of the following:

- Seven years of professional experience
- Experience with Blackbaud non-profit applications
- Advanced academic degree in a related field
- Professional and quantifiable fundraising experience with a children's hospital
- Professional certification (CFRE, FAHP or equivalent)
- Fundraising experience in a healthcare environment
- Demonstrated history of increased responsibility and progression in the fundraising profession

Memorandum

The salary and benefits are competitive and commensurate with experience, qualifications, and verifiable salary history.

Paschal•Murray supports the commitment of our client in encouraging applicants from diverse backgrounds and cultures. As a condition of employment, our client reserves the right to conduct background verification including academic, work, driving, credit, and criminal histories.

This position announcement is not intended to be an exhaustive list of all responsibilities and requirements. It is presented as a fair reflection of the principal job elements.

Nominations and applications are welcome. Please send résumé and letter of application as separate documents attached to an e-mail message to:

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