

Position Announcement

Chief Development Officer

Jacksonville, Florida



Paschal•Murray

EXECUTIVE SEARCH



Reports To

Chief Executive Officer

Organization Profile

Headquartered in Jacksonville, Florida, Wounded Warrior Project (WWP) is transforming the way America's injured veterans are empowered, employed, and engaged in their communities. WWP works with warriors and their families to create paths toward success as they transition back into civilian life. Through direct programs and services, WWP connects warriors to a network of support and resources to address their evolving needs. The WWP team is passionate about creating impact—and since 2003 have improved the lives of over half a million warriors and their families. In fact, many WWP employees are veterans themselves and have experienced firsthand the benefits of its programs and services.



WWP has grown to directly serve 200,000 registered warriors and family support members. Beyond those registered, the organization impacts many more veterans and families through its advocacy, collaboration with other organizations, and investments in programs and research. Deeply committed to the mission and vision, the main theme of the WWP strategy is meeting the most critical needs of injured service members and veterans by providing impactful, responsive programs and services, both directly and together with partners and communities.

Mission: To honor and empower wounded warriors.

Vision: To foster the most successful, well-adjusted generation of wounded service members in our nation's history.

Core Values:

- *Service:* We serve and collaborate with humility, dignity, and respect.
- *Integrity:* We are honest, transparent, and accountable.
- *Loyalty:* We passionately commit to our mission and to each other.
- *Innovation:* We have the courage to challenge the status quo and vigorously debate ideas in the pursuit of excellence.
- *Fun:* We cultivate joy and belonging within our team and in our service to others.

**Position
Summary**

The Wounded Warrior Project Chief Development Officer (CDO) defines, develops, and executes the organization's fundraising strategy in support of the organization's mission, vision, and purpose. The

Chief Development Officer leads the major gifts, planned giving, direct response, corporate development, foundations, and the community fundraising teams to drive revenue growth and mission impact. The Chief Development Officer leads the efforts to identify prospects, cultivate relationships to secure new donors, and to strengthen existing donor relationships, in partnership with the executive leadership team.

The CDO will provide oversight for the entirety of a national fundraising program and serve as the catalyst for designing and executing fundraising strategies. As the primary fundraising ambassador for the organization, the CDO will need to be highly visible and capable of providing oversight for a large and complex development enterprise consisting of multiple revenue channels.



Specific Responsibilities

- Provide strategic leadership to the organization's fundraising team including major gifts, direct response, corporate development, planned giving, foundations and community fundraising.
- Maintain and strengthen relationships with current donors through donor events, social media, online and direct mail streams, and informal communication to increase donor acquisition, gift size, frequency, and retention.
- Lead efforts to identify prospects and secure new donors at all levels and cultivate those relationships.
- Oversee the development, execution, and measurement of the organization's fundraising strategies.
- Represent Wounded Warrior Project at key events, conferences, meetings and discussions and communicate the impact of WWP's programs and services. Make presentations to key community and business leaders.
- Develop a strategic, diversified fundraising plan that guides the organization to meet ambitious short- and long-term fundraising goals while optimizing opportunities to diversify funding sources.
- Develop annual revenue goals and plans to diversify and increase organizational budgets. Oversee fundraising budgets and ensure cost-effective and fiscally sound fund development programs.
- Ensure appropriate planning to translate strategies into long-term and short-term goals and objectives.
- Establish key performance indicators to ensure high performance of the fundraising teams and achievement of goals and objectives.
- Leverage the CEO's time and other senior leaders' time on high-impact public awareness and fundraising activities.
- Provide oversight for the development of appropriate systems and metrics to increase operational efficiencies and enhance evaluation procedures.
- Maintain in-depth knowledge and understanding of WWP's legislative priorities, military service organization (MSO) and veteran service organization (VSO) community priorities.
- Other related duties as assigned.

Qualifications

Qualities and experiences that ideal candidates should display include:

- Demonstrated experience managing and implementing successful and comprehensive fund development programs.
- Ability to measure and evaluate ROI on short- and long-term funding strategies.
- Demonstrated success generating increased funds from individual donors and corporate partnerships, and with annual giving campaigns through a coordinated and strategic approach.
- Demonstrated success in identifying and securing new donors.
- Experience conducting initial outreach to prospective high-level donors and arranging meetings with organizational leadership.
- Direct experience working with corporate or nonprofit boards of directors.
- Exceptional interpersonal skills. Ability to interact effectively with diverse individuals and build effective relationships.
- Excellent presentation skills. Confident communicator, with demonstrated ability to present effectively to large audiences, small groups, and individuals including C-suite executives, government officials, and other organizational leaders.
- Proven leadership and influencing skills.
- Proven management skills. Demonstrated success leading, coaching, and mentoring. Team Oriented.
- Strong written and verbal communication skills.
- Demonstrated ability to inspire staff and supporters.
- Strong organization skills and ability manage multiple deadlines concurrently.
- Unequivocal commitment to the highest standards of personal and business ethics and conduct.
- Adaptability, high energy, and demonstrated initiative.
- Mission-driven, guided by core values, and a pleasure to work with.

Experience**Required**

- Ten years of experience managing and implementing successful large scale fund development programs, or commensurate corporate experience in business development.
- Ten years of experience conducting outreach to prospective donors/supporters and cultivating relationships, or similar corporate experience in business development.
- Ten years of experience maintaining and strengthening relationships with supporters of philanthropic ventures.
- Ten years of leadership experience.
- Bachelor's degree.

Preferred

- Ten years of experience in non-profit management.
- Master's degree.
- CFRE or other professional fundraising designation.

Memorandum

The salary and benefits are competitive and commensurate with experience, qualifications, and verifiable salary history. Wounded Warrior Project is an Equal Opportunity Employer. It is the Wounded Warrior Project policy to provide equal employment opportunity for all applicants and employees. Wounded Warrior Project does not unlawfully discriminate based on race, national origin, sex (including pregnancy, childbirth, or related medical conditions), color, religion, ancestry, age, physical or mental disability, legally-protected medical condition, family care status, veteran status, marital status, sexual orientation, or any other basis protected by state or federal laws.

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:

Beau Cummings, Senior Search Consultant
Paschal • Murray

Executive Search
San Diego • Wilmington

beau@paschalmurray.com

Voice: (760) 863-4512
www.paschalmurray.com



Paschal • Murray

EXECUTIVE SEARCH

www.paschalmurray.com