

Position Announcement

Chief Development Officer

Essentia Health Foundation

Duluth, Minnesota



Essentia Health

Reports To

Chief Executive Officer

Organization Profile

Essentia Health is an integrated health system serving patients in Minnesota, Wisconsin, and North Dakota.

Headquartered in Duluth, Minnesota, Essentia Health combines the strengths and talents of 14,700 employees, including more than 2,100 physicians and advanced practitioners, who serve patients and communities through the mission of being called to make a healthy difference in people's lives.

Essentia Health, which includes many Catholic facilities, is guided by the values of Quality, Hospitality, Respect, Joy, Justice, Stewardship, and Teamwork. The organization lives out its mission by having a patient-centered focus at 14 hospitals, 73 clinics, six long-term care facilities, three assisted living facilities, three independent living facilities, six ambulance services, 25 retail pharmacies, and one research institute.

There couldn't be a more exciting time to be part of the Essentia Health integrated health system. Essentia Health is currently making the largest private investment in Duluth's history; a \$900

million project on the shores of Lake Superior, called Vision Northland, that will transform the downtown Duluth medical campus and bring the highest quality health care to patients. In addition to being a significant investment in the economic vitality of the community, Vision Northland is a commitment to how Essentia will care for patients now and for generations to come.

Set to open in 2023, this transformative project will be a primary focus of the Essentia Health Foundation under the leadership of the Chief Development Officer. Vision Northland will provide fundable programs and projects designed to advance technology and enhance availability, affordability, and quality of care; all of which are essential to Essentia's population health strategy.



Position Summary

The Chief Development Officer (CDO) will provide visionary, strategic, and operational leadership for Essentia Health Foundation (EHF), a not-for-profit foundation serving the Mission of its associated foundation members and Essentia Health. The leadership responsibilities will include creating, planning, coordinating, and supporting the execution of successful initiatives in all philanthropic components including major and principal gifts, planned giving, grants, annual giving, stewardship, donor relations, etc. The CDO will lead collaborative fundraising efforts, identify and support system-wide implementation of best practices, and provide centralized development services as needed and appropriate to fulfill the philanthropic potential of EHF. This position will continue to build and foster a vibrant culture of philanthropy internally and throughout Essentia's service area. The Chief Development Officer will need to be forward thinking in their approach to assure strategies, systems, and procedures are advanced to support a highly effective development enterprise. The Chief Development Officer will work closely with the CEO to elevate the profile of philanthropy and demonstrate how private support makes a healthy difference in people's lives.

Specific Responsibilities

The Chief Development Officer will facilitate the following key components of the position:

- Strengthen a culture of philanthropy internally and externally that consistently communicates the importance of philanthropic support and illustrates the impact of philanthropy.
- Serve as the lead principal gift fundraiser and personally manage a significant portfolio of high-wealth donor prospects.
- Provide fiscal and operational leadership for the entirety of the development enterprise under the Essentia Health Foundation.
- Integrate the Essentia Health Leadership team into the overall fundraising strategy to enhance the participation of the executive leadership, staff and key volunteers in the fundraising process where appropriate.
- Provide executive management and oversight of foundation operations including donor records, privacy, acknowledgement, annual giving, donor relations, stewardship, donor research, donor acquisition, cultivation, solicitation and strategy.
- Serve as a member of the executive leadership team, contributing to the major decisions and deliberations that guide the organization. Be a subject matter expert and resource to the leadership team on issues related to best practices, national trends, regulations and ethical principles of philanthropy.
- Serve as a public speaker and professionally represent Essential Health throughout the service area and beyond.
- Serve as the primary liaison to the Boards and be the point person for their strategic involvement.
- Recruit, retain, develop, mentor and supervise staff to ensure efficiency, effectiveness and outstanding overall performance.
- Partner and collaborate with community development initiatives where appropriate.
- Develop and manage the Foundation's annual budget.

- Manage resources to accomplish appropriate funds-raised-to-expense ratio.

Qualifications

Qualities and experiences that ideal candidates should display include:

- Baccalaureate degree from an accredited college or university.
- 10 years of comprehensive fundraising management and leadership experience.
- Experience in successfully securing major and principal gifts.
- Major campaign experience, including planning and implementation.
- Experience in building, mentoring, and motivating a collaborative team in a complex organization.
- Achievement-oriented, results-focused and self-motivated.
- Ability to effectively lead and manage people and programs.
- Detail-oriented with strong organizational and time management skills.
- Ability to work efficiently with executive leadership, volunteers, boards, donors, prospects and colleagues.
- Experience in financial management and budget planning.
- Excellent communication (written, verbal, presentation, persuasion) and interpersonal skills.

Preferred

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

- Leadership experience in large, multi-site healthcare systems and/or in academic medical centers.
- Fundraising certification (ACFRE, CFRE, FAHP, CAP or equivalent professional designation).
- Management experience in healthcare or academic medicine.
- Advanced academic degree.

Memorandum

The salary and benefits are competitive and commensurate with experience and qualifications. 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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