

Paschal • Murray

EXECUTIVE SEARCH

Position Announcement
Director of Philanthropy

Rady Children's Hospital Foundation
San Diego, California



Reports To

Assistant Vice President, Philanthropy

Organization Profile

Rady Children's Hospital-San Diego is proud to be the region's pediatric medical center serving San Diego, Imperial and southern Riverside counties. The hospital treats sick children through treatment and surgery from birth to 18 years old as well as a small number of adults with certain conditions for which Rady has specialized services.

In 2025, Rady Children's Hospital San Diego and Children's Hospital of Orange County united under a combined nonprofit parent organization called Rady Children's Health (RCH) to transform pediatric care, research and innovation.

With three hospitals, a growing network of primary and specialty care centers spanning six counties, and two of the region's Level I pediatric trauma centers, Rady Children's Health is a trusted partner for families seeking safe, high-quality care. Building on a combined legacy of more than a century of clinical excellence, RCH is dedicated to advancing children's health through leading-edge research, innovative treatments, and compassionate care. The healthcare system remains steadfast in its commitment to serving local communities while providing the benefits of an integrated organization.

Position Summary

As part of the foundation team at Rady Children's Hospital San Diego, the Director of Philanthropy is considered a frontline fundraiser and will manage an active portfolio of 80-120 prospects, with a capacity of \$250,000 plus, in various stages of identification, cultivation, solicitation and stewardship. The Director of Philanthropy will primarily focus on fundraising initiatives associated with Neurosciences and will work closely with Foundation leadership and physicians to implement gift strategies that include the development of proposals, campaign materials, communication plans, stewardship and other activities relating to fundraising. Fundable programs and projects include, but are not limited to, endowments, programs, chairs, fellowships and capital needs.



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 Foundation leadership 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 Rady Children's Health in a variety of public and private functions regarding the importance 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. 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:

Coordinate 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 Rady Children's Health 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.



Qualifications

Qualities and experiences that ideal candidates should display include:

- Bachelor's degree from an accredited college or university.
- Four years of professional experience.
- Driver's license and proof of auto insurance.
- Fundraising 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

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.
- Fundraising experience with a children's hospital or healthcare system.
- Professional certification (CFRE, FAHP or equivalent).
- Demonstrated history of increased responsibility and progression in the fundraising profession.



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:

Beau Cummings, Senior Search Consultant
Paschal•Murray
Executive Search
San Diego • Wilmington

beau@paschalmurray.com

Voice: (760) 863-4512

www.paschalmurray.com

