

ROLE PURPOSE



Role Title: Senior Development Manager

Division: Public Affairs

Location: Flexible (New York or California preferred)

Date: June 2024

Employment type: Full Time, Permanent

Reports to: Head of North America

Number of direct reports: 2

Leadership Band: Leads Self

Purpose of the role:

The Fred Hollows Foundation is an award-winning International NGO working to end avoidable blindness in 25+ in countries around the world. The Foundation actively fundraises across five regions: Australia, Asia, Europe, North America, and the Middle East with in-country teams delivering localized fundraising strategies in support of our global ambitions.

Today 1.1 billion people around the world are needlessly blind. If we do nothing, the next 30 years will see vision loss nearly double. To address this, The Fred Hollows Foundation is embarking on an ambitious and sector-leading global fundraising Campaign, unlocking significant new resources to make a truly catalytic change in the battle against avoidable blindness around the world. The USA, as a center of wealth and leadership in strategic philanthropy, is an integral region for fundraising for the Campaign.

The Fred Hollows Foundation USA seeks an accomplished, entrepreneurial, and highly effective senior development leader to drive the growth of its major giving program in the United States, focusing on leadership giving at the 7+ figure level. Specifically, the role will drive the north American component of its newly launched global philanthropic campaign.

Reporting to the Head of North America and working as part of a diverse global Campaign team, the Senior Development Manager will:

1. Work with the Head of Global Comprehensive Campaign to develop and localize the Campaign case for support and fundraising methodology to maximize philanthropic support from North America. Work with Board members and other key philanthropy team members to identify, cultivate, solicit and steward leadership gifts to the Campaign and facilitate peer-to-peer fundraising.
2. Advance the current major donor strategy in the U.S. and elevate its design and development at the transformational gift level to deliver significant philanthropic growth that accelerates the impact of the Foundation's programs globally.
3. Develop and execute donor-centric programs and activities to identify, cultivate, solicit, and steward donors at the \$1,000,000 level or higher. This includes personal cultivation of relationships with individual donors, creating customized solicitation strategies, and matching the objectives of the organization and interests of the prospective donors.
4. Build on the U.S. brand strategy and network to raise awareness of The Foundation in North America, including designing and executing strategies to strengthen engagement with current stakeholders and new prospects while enhancing The Foundation's brand presence.
5. Lead and coach a team of two major donor fundraisers to build the major donor program and achieve revenue growth, including support for team members' professional development and promoting staff retention.
6. Collaborate with colleagues on local and global projects and initiatives, including liaising with colleagues in other FHF markets to share innovations and best practices and, where needed, provide support. Interface with program colleagues around the world to meet donor needs and organizational fundraising needs.

Our Capabilities:



As a member of The Foundation Family you will:

1. Live by the values of The Foundation and support The Foundation's culture, performance and brand.
2. Adhere to all The Foundation's policies and procedures.
3. Strengthen the health, safety and well-being of all/look out for the well-being.
4. Lead, collaborate and contribute in all interactions.

Essential Experience:

- Minimum ten years' experience as a senior major donor fundraiser and development team manager required with significant philanthropic growth achieved.
- Evidence of successfully developing and implementing strategies to grow a major donor program, increase donor retention and recapture.
- Proven track record soliciting and closing 7+ figure gifts and proven success with complex programmatic requests required.
- Experience supporting C-suite and Board leaders in fundraising solicitation and successful closing of 7+ figure gifts.
- Demonstrated experience building long-term relationships to deliver growth against targets.
- Experience in managing and tracking high volumes of prospects and donors.
- Experience managing people and working with cross-functional, cross-cultural teams.

- Budget management experience within a not-for-profit environment or other relevant environment.

Skills:

- Initiative-taking, entrepreneurial spirit and strong collaborative work ethic.
- Deep understanding of the philanthropic landscape and associated trends in the USA.
- Excellent written and verbal communication skills, including persuasion and negotiating abilities, effective listening, diplomacy and tact.
- Exceptional interpersonal skills with the ability to manage a wide variety of diverse relationships utilizing a collaborative approach to communication.
- Integrity in all interactions.
- Innovative, analytical, and strategic minded, with project management skills.
- Strong time management skills, ability to multi-task and meet deadlines.
- A flexible and adaptable work style, with the ability to manage competing priorities and respond quickly to opportunities.
- Ability to lead through times of change and be flexible in the face of changing priorities.
- Be creative, and a measured risk-taker.

Desirable Experience:

- Experience in international development and NFPs.
- Understanding of the impact investment space.
- Experience managing bespoke fundraising programs.
- Experience converting complex program language into clear proposals.

Qualifications:

Tertiary degree qualifications in relevant field or similar work experience.

Travel:

Travel will be required primarily within the USA, and occasionally to accompany donors to field locations.

This role purpose defines the broad accountabilities of the positions, which may change based on organisational need. Please refer to the divisional, team and individual work plans for more specific details.

The position involves:

This position is recognised as having "Contact with Children" either direct or indirect
 This position does not involve "Working with Children" either direct or indirect.
 This position does involve working with beneficiaries, donors and/or partners

To work in The Foundation, you will:

- Be eligible to work in the United States and other regions where you will be based
- Undergo background check including criminal records and qualifications check
- Undergo working with children check for positions that are identified as working with children