



Children's Hospital Foundation is an independent 501(c)3 that works to maximize philanthropic impact in children's health at Children's Hospital of Richmond at VCU. We are dedicated to raising and stewarding philanthropic resources that will enable CHoR to become a top, nationally ranked children's hospital. With roots going back more than 100 years to the incorporation of Richmond's original children's hospital on Brook Road in 1920, we are proud to work with generous members of our community to drive excellence in patient care, education and research.

Children's Hospital Foundation is currently engaged in a \$100 million capital campaign to fund construction of the Wonder Tower, CHoR's new home for inpatient, emergency and trauma services. Set to open in spring of 2023, the new facility will complete an entire city block—one million square feet—dedicated to the care of children.

Director of Development

The Director of Development is responsible for independently managing a portfolio of major gift prospects as well as planning and implementing strategies to identify, qualify, cultivate and solicit major and principal gift donors. The Director works in concert with leaders, clinicians, faculty and researchers responsible for elevating the reputation and prominence of key initiatives at Children's Hospital of Richmond at VCU. The Director will serve as a liaison to departments, divisions, and programs of CHoR as assigned. As a member of the individual and foundation team, the Director will assist in planning and implementing comprehensive fundraising strategies that will lead to new and increased support from community leaders, grateful families, pediatric alumni and other friends of the institution. The Director will develop, launch and lead a philanthropic council designed to provide support through their own giving, who are connectors to other sources of funding; and who serve as ambassadors raising public visibility of CHoR.

Key responsibilities:

- Manages a dynamic portfolio of 40 major gift prospects and a rotating pool of qualification prospects with an emphasis on individuals and foundations.
- Creates, documents, and implements a transparent donor strategy designed to move prospective donors along the development continuum.
- Builds pipeline by creatively and persistently seeking connections to new prospects to qualify interest and capacity. Conducts qualification calls on potential prospects to engage and increase interest and involvement.
- Cultivates relationships that lead to the successful solicitation and swift closure of major and principal gifts.

- Prepares written and oral communications required for the persuasive and accurate articulation of priorities to individual, family and foundation donor prospects.
- Annually meets / exceeds metrics that focus on portfolio coverage, documentation of engagement strategies, qualification of prospects and a dollar goal that is determined by maturity of portfolio.
- Assists with the development and implementation of a donor referral program to identify grateful patients for qualification and cultivation.
- Builds faculty and staff partnerships and promotes a culture of philanthropy through the establishment of a consistent presence within assigned departments and programs.
- Coaches and supports faculty and staff so that they are well prepared to participate in development activities and prospect/donor relationships.
- Builds and nurtures effective working relationships with department chiefs, clinicians, researchers and leadership to identify key funding needs and grateful family referrals.
- Develops and maintains an informed layperson's understanding of the science behind research and care in assigned departments and programs. Act as a translator and synthesizer of ideas when needed to enhance communication between faculty and prospects/donors. Keeps foundation team members apprised of key updates.
- Develops an understanding of the breadth of research, clinical, teaching and community service programs of CHoR.
- Develops a robust understanding of CHoR philanthropic priorities and succinctly provides facts and leads tours of donors and prospects.
- Creates a framework for involvement in Philanthropic Council, manages functions and assists with the strategic recruitment and retention of members.
- Ensures that the Philanthropic Council members are both educated and motivated to participate in strategic and philanthropic initiatives of the Children's Hospital.

Required qualifications:

- Bachelor's degree
- Five years or more of demonstrated success identifying, qualifying and soliciting major gift prospects
- Knowledge of and demonstrated experience in major and planned giving concepts and strategies as well as significant experience in creating and implementing major gift plans
- Experience with Microsoft Office and constituent management databases
- Ability to participate in activities and special events oftentimes after hours
- Access to reliable transportation as needed to perform job duties
- Must be able to work effectively and independently with the ability to manage multiple projects simultaneously

- Highest ethical standards, attention to confidentiality and willingness to fully comply with VCU's interpretation of HIPAA law as it relates to fundraising
- Must have demonstrated ability to develop and maintain effective working relationships with a broad spectrum of people, including team members, donors and other external audiences
- Emotional intelligence, empathy and ability to relate to individuals impacted by health experiences
- Demonstrated experience working in and fostering a diverse, equitable and inclusive environment

Preferred qualifications:

- Master's degree or work experience at a level that equates to an advanced degree preferred
- Experience within a health care and/or children's hospital fundraising environment
- Experience with Microsoft Office and Blackbaud products
- Experience managing volunteers during a fundraising campaign

Work type:

Children's Hospital Foundation is committed to providing employees with a supportive work environment focused on collaboration, efficiency and flexibility and therefore deploys a designated team hybrid work model. This role will operate on a hybrid model that includes a combination of remote and on-site hours, based on a schedule set with their manager.

Salary range:

From \$100,000; commensurate with experience