



SENIOR DIRECTOR, FUNDRAISING, PHILANTHROPIC PARTNERSHIPS

THE PEW CHARITABLE TRUSTS

Washington, District of Columbia

<http://www.pewtrusts.org>



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The Pew Charitable Trusts seeks a highly skilled advancement professional with an entrepreneurial mindset and extensive management experience to serve in the role of Senior Director of Fundraising. Reporting directly to the Vice President (VP), Philanthropic Partnerships Group (PPG), the Senior Director position provides an unparalleled opportunity for an individual with a substantive and successful track record of managing and coaching high-performing teams of advancement professionals to build and mentor a major and principal gifts team focused on gifts at the \$100,000 - \$10 million level. Fundraising at Pew requires individuals who are self-motivated and tenaciously committed to creatively identifying and growing their prospect portfolios. The Senior Director has primary responsibility for all aspects of management of the fundraising team and directs the team to achieve the goals of Pew's fundraising business plan, which seeks to raise \$350 million by the end of 2022. The Senior Director is a critical member of the PPG management team, partnering closely with the Senior Vice President and the Vice President in the development and execution of Pew's fundraising strategy.

The ideal candidate for this role is a proven leader in fundraising, management, and organizational change, and will bring this expertise to bear in driving the fundraising team to implement the five-year business plan which was launched in fiscal year 2018. The successful candidate will share a commitment to the organization's culture characterized by an energetic pace, rigorous intellectual enquiry, a deep appreciation for data and analysis, along with an inherent and well-developed ability to collaborate and communicate across multiple parts of the organization. S/he will possess exceptional judgement and diplomacy, along with an ability to deliver results to drive growth. This is an outstanding opportunity for an experienced fundraising and management professional who is a thoughtful, inspiring leader, and a strategic, creative, and collaborative coach and colleague.

On a day-to-day basis, the Senior Director will manage two teams and a total of 14 individuals. The two teams are each led by a Director and include major and principal gift fundraisers focused on individual and institutional giving.

ORGANIZATIONAL and DEPARTMENT OVERVIEW

Pew was founded in 1948 as a nonpartisan, innovative, and entrepreneurial organization designed to serve the public. Now, as a public charity, its work lays the foundation for effective public policies and practices while focusing on tangible results. Pew supports and invigorates civic life and, through research and knowledge sharing, it informs and engages citizens, linking diverse interests to pursue common causes.

Pew's staff includes a dedicated team of researchers, communicators, advocates, subject matter experts, and professionals working on today's challenging global and local problems, who believe they are more effective and creative collectively than individually. With Philadelphia as their home town and the majority of staff located in Washington, DC, their U.S. and international staff find working at Pew personally and professionally rewarding.

Wise stewardship of resources allows Pew employees to pursue work that strategically furthers the philanthropic mission and goals in significant and measurable ways. Pew partners with a diverse range of donors, public and private organizations, and concerned citizens who share their interests in fact-based solutions and goal-driven investments to improve society. Pew attracts top talent, people of integrity who are service oriented and willing to take on challenging assignments. Pew provides competitive pay and benefits, a healthy work-life balance, and a respectful and inclusive workplace. Pew employees are proud of their colleagues, proud of where they work, and proud of the institution's reputation.

The Philanthropic Partnership Group (PPG) was established in 2010 and built a successful fundraising team raising approximately \$50 million a year with 75% of the gifts received being at the level of \$1 million and above. In fiscal year 2018, PPG launched a new five-year business plan to raise \$350 million by 2022 with an emphasis on serving the philanthropic interests of ultra-high net worth individuals looking to invest in big bets to solve complex problems. The successful candidate is a vital player in executing this new business plan.

As Pew does not have a natural constituency, the fundraising team must be highly entrepreneurial and creative in their outreach and engagement efforts towards building a prospect pipeline. Pew is able to offer donors a variety of ways in which to partner, including through direct philanthropic investments, planned gifts such as bequests, or through donor-advised funds as well as by co-developing new initiatives. Donors may choose to support Pew's projects in the environment, state policy, public health, and national economic issues, as well as the Pew Research Center, an internationally known public opinion research center, and subsidiary of The Pew Charitable Trusts.

The Senior Director will ensure effective processes are envisioned and implemented while coaching and managing the fundraising team. In particular, s/he will be responsible for partnering closely with the Vice President in developing and implementing management practices for the fundraising team. Additionally, the Senior Director will have oversight of the development and management of the prospect and donor pipeline. As a member of the Philanthropic Partnerships senior leadership team, the Senior Director will play a critical role in strategic decisions affecting departmental strategy, providing critical day-to-day management of mission-critical fundraising staff, and strategic support to the Vice President.

PRIMARY RESPONSIBILITIES

The Senior Director, Fundraising, Philanthropic Partnerships will

- directly manage two Directors; oversee a total of two teams with a staff of 14; provide hands-on, day-to-day guidance for the Directors and their teams;
- align strategy and operating plans to ensure progress toward fundraising goals; continue implementation of PPG's new business plan;

- partner closely with the Vice President to develop and execute annual work plans with efficiency and effectiveness while expanding the prospect pool, strengthening and maintaining a donor-centric approach to all activities;
- coach, mentor, and influence the fundraising teams to ensure results to drive growth;
- drive the recruitment and retention activities of the fundraising teams;
- support the Vice President, Philanthropic Partnerships in coordinating and enhancing information provided to Senior Vice President, Institutional Partnerships and other members of the Executive Leadership team; and
- set an example of an unfailing commitment to fairness, integrity, respect, and accountability.

CANDIDATE QUALIFICATIONS AND QUALITIES

The successful candidate for the position of Senior Director, Fundraising, Philanthropic Partnerships should have

- substantive experience in successfully managing and coaching teams through periods of change, while delivering ambitious results;
- an accessible management style characterized by an exceptional ability to lead and motivate staff, combined with an unfailing commitment to fairness, and outstanding diplomatic skills;
- the ability to leverage relationships, and influence positive outcomes, especially through times of ambiguity;
- the knowledge and skill needed to implement organizational change, while leading with excellence and demonstrating courage, by holding self and others accountable to deliver results;
- a tenacious, proactive, goal-oriented mindset combined with an inherent ability to be flexible and collaborative;
- demonstrated experience developing and implementing creative strategies for increasing funding for mission-driven organizations without a natural constituency;
- expertise in mentoring, inspiring, coaching, and leading fundraising staff to help them establish relationships with prospective and current funders; significant experience in foundation, major, and principal gift fundraising;
- the intellectual depth, maturity, and confidence to work with and command the respect and confidence of senior program staff at Pew;
- exceptional organizational, interpersonal, written, and oral communications skills;
- excellent judgment and creative problem-solving skills as well as the ability to act decisively;
- substantive political instincts along with a high degree of emotional intelligence, energy, and resilience; and,
- impeccable ethical standards, confidentiality, and personal integrity.

A bachelor's degree is required for this position, as is a minimum of 15 years of fundraising experience gained in a high-growth organization. A minimum of 10 years of direct supervisory experience, including experience managing performance management processes for direct reports and providing career development advice and counsel, is required. An advanced degree is preferred.

KEY COLLEAGUES



Rebecca W. Rimel

President and Chief Executive Officer

Rebecca W. Rimel is President and Chief Executive Officer of The Pew Charitable Trusts. Rebecca joined Pew in 1983 as Health Program Manager, became Executive Director five years later, and accepted her current position in 1994.

During her tenure, Pew has evolved from a grant-making organization to become one of the nation's most innovative and influential public charities. With the board's guidance, Rebecca has led the organization's expansion from fewer than 10 employees to more than 1,000 located throughout the United States and around the globe.

Prior to joining Pew, Rebecca built an exemplary career in health care. She was the first nurse to hold a faculty position at the University of Virginia's medical school, serving as an Assistant Professor in the Department of Neurosurgery. She was head nurse of the emergency department at the University of Virginia Hospital and has authored numerous scientific articles on head injury. She is the recipient of the Distinguished Nursing Alumni Award from UVA and the UVA Women's Center Distinguished Alumni Award. She was also awarded a Kellogg National Fellowship, a four-year professional enrichment opportunity for emerging leaders.

Rebecca earned a Bachelor of Science degree, with distinction, from the UVA School of Nursing and a Master of Business Administration degree from James Madison University. She serves on the board of directors for Becton, Dickinson and Company; Deutsche US Funds; and BioTelemetry, Inc. She also is a trustee emeritus of Monticello (the Thomas Jefferson Foundation), a fellow of the College of Physicians of Philadelphia, a member of the American Academy of Arts and Sciences, and a member of the American Philosophical Society and its prestigious Wistar Association.



Sue Urahn

Executive Vice President and Chief Program Officer

Sue Urahn oversees all of Pew's programmatic work, including research, technical assistance, and advocacy campaigns in the United States and abroad. As Chief Program Officer, she manages a diverse mix of projects including health, state, consumer, and environmental policy initiatives; efforts to

advance biomedical and environmental research, and support for Pew's hometown of Philadelphia.

Sue joined Pew in 1994 as a key member of Pew's planning and evaluation division directing that department from 1997 to 2000. In that role she helped plan, launch, and evaluate all of the institution's grants and Trust-initiated projects, including Pew's early environmental work in Canada. She subsequently managed a growing portfolio of projects designed to help policymakers at all levels of government identify and implement pragmatic, data-driven solutions to policy challenges. She has testified before the U.S. Congress and in multiple state houses, and has presented to groups including the National Conference of State Legislatures and the Business Roundtable. During her tenure at Pew, Sue has led important pieces of Pew's research and public policy portfolio, including projects on pre-K education, fiscal and economic policy, and biomedical health research. She helped launch the Pew Center on the States in 1998 and was its director from 2007 to 2012.

Before joining Pew, Sue worked in policy research and evaluation with the Minnesota House of Representatives and at the University of Minnesota.

Sue holds a bachelor's degree in sociology, and a doctorate in education policy and administration, from the University of Minnesota.



Sally O'Brien

Senior Vice President, Institutional Partnerships

Sally O'Brien leads Pew's development efforts with donors and partner organizations.

Sally joined Pew in 2010 after 18 years at the Johns Hopkins University, most recently as Associate Dean for Development and External Affairs at the Johns Hopkins Carey Business School. Before that, she was Director of Development at the Johns Hopkins Bloomberg School of Public Health where she played a pivotal role in the successful conclusion of the school's \$500 million capital campaign. She planned the school's 75th anniversary celebrations, and was instrumental in the growth of the school's endowment from less than \$40 million in 1990, to \$218 million by 2007. Her leadership resulted in the establishment of a number of innovative donor relationships including the funding of the Procter & Gamble Fellows Program, the DeBeers Scholars program, and the establishment of the Sommer Scholars to develop the next generation of public health leaders.

Prior to joining Johns Hopkins, Sally was a member of the British Diplomatic Service and served in London, Brussels, and Washington. She advised on government policy and coordinated regular meetings of European Community foreign ministers and ambassadors. During her tenure in the Washington embassy, she was appointed a member of the Royal Victorian Order by HM The Queen for services to the Royal Family.

Sally grew up in England and first came to the United States as a Robert T. Jones Scholar at Emory University, before moving permanently to the United States in 1987. She earned her combined undergraduate/graduate degree in art history at the University of St. Andrews in Scotland.

She serves on the boards of Global Viral, a health organization, and Friends of Christ's Hospital. She is a former board member of Advocates for Children and Youth and the Maryland Film Festival.



Shabina Bahl

Vice President, Philanthropic Partnerships Group

Shabina Bahl oversees Pew's fundraising which is undertaken by the Philanthropic Partnerships team of 45. Shabina has 20 years of experience leading the development of impactful philanthropic collaborations with high-net-worth individuals and institutions. Prior to her

tenure at Pew, Shabina was a Senior Director at Johns Hopkins University, most recently serving as Director of Development at the James Buchanan Brady Urological Institute at Johns Hopkins Medicine where she successfully raised \$115 million during the "Knowledge for the World" campaign, including two Directorship gifts – an unprecedented accomplishment in the history of fundraising at Johns Hopkins Medicine.

Prior to joining the non-profit sector, Shabina was a Senior Manager within the banking and investment industry with progressively responsible positions at Mellon Bank, Scudder Funds and Canadian Imperial Bank of Commerce.

Shabina earned a Master of Arts degree from Johns Hopkins University and a Bachelor of Arts degree from Chatham University. She grew up in India and Canada, has extensive experience working globally, and is fluent in multiple languages.

Shabina has served on the Alumni Board of her alma mater as well as Manna House in Baltimore. She is a frequent speaker at the Council for the Advancement and Support of Education (CASE) and Association of Fundraising Professionals (AFP) conferences and is an active member of the CASE Multicultural Advancement Professionals (MAP) Leadership Committee.



Tom Dillon
Vice President, Environment

Tom Dillon oversees Pew's international environment portfolio, including advancing conservation and ocean governance in Africa, Antarctica, Asia, Australia, Europe, and island nations, mostly in the Pacific. Tom's ocean work includes efforts to establish marine reserves, end illegal fishing, ensure sustainable fisheries, and protect

key species such as penguins and sharks. He also encourages governments to put policies in place that protect, maintain, and restore the health of marine ecosystems, and works to conserve large landscapes such as the Outback of Australia.

Before joining Pew, Tom was Senior Vice President at World Wildlife Fund (WWF) for 10 years. There, he directed land and marine programs in the United States and abroad, and later oversaw the forests and freshwater portfolios. He led WWF's initiative to establish and fund into perpetuity a 150 million-acre system of protected areas in the Brazilian Amazon. While in Asia, he was a leader in creating WWF's Mekong program, which is focused on conservation efforts in Cambodia, Laos, Myanmar, Thailand, and Vietnam. Tom holds a bachelor's degree in literature from Lehigh University and a Master of Environment Studies from Yale University.



Michael Thompson
Vice President, State and Local Government Performance

Michael D. Thompson is a Vice President overseeing Pew's work to improve the performance of state and local government. This portfolio includes projects to strengthen state and local fiscal health and economic growth;

increase access to dental care; ensure that public sector retirement systems are sustainable and affordable; advance sentencing and corrections policies that protect public safety; and promote results-oriented, evidence-based decision-making in government.

Before joining Pew, Michael served as Director of the Council of State Governments Justice Center. In his two decades at the center, he designed national initiatives in mental health, justice reinvestment, and re-entry, which resulted in state and federal laws that earned broad bipartisan support. Thompson also co-authored research on school discipline and juvenile justice that garnered national news coverage. Previously, he worked for the Office of the Court

Monitor in San Juan, Puerto Rico, which was charged with ensuring compliance with federal court orders addressing the commonwealth's jail and prison system.

Thompson holds a bachelor's degree from Middlebury College.

SALARY & BENEFITS

The Pew Charitable Trusts offers a competitive salary and benefit program, including comprehensive, affordable health care through medical, dental, and vision coverage; financial security with life and disability insurance; opportunities to save using health savings and flexible spending accounts; retirement benefits to help prepare for the future; and work/life benefits to help one maintain a good balance.

LOCATION

This position is located in Washington, D.C.

DIVERSITY AND INCLUSION

The Pew Charitable Trusts is an equal opportunity employer, committed to a diverse and inclusive workplace. Pew considers qualified applicants for employment without regard to age, sex, ethnicity, religion, disability, marital status, sexual orientation or gender identity, military/veteran status, or any other basis prohibited by applicable law.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. Before submitting your materials, please read them over for accuracy. Review of applications will begin immediately and continue until the successful candidate has been selected.

To nominate a candidate, please contact Don Hasseltine:
donhasseltine@aspingleadershipgroup.com.

All inquiries will be held in confidence.