



**VICE PRESIDENT OF DEVELOPMENT
JACKSON HEALTH FOUNDATION**

Miami, Florida

[Jackson Health Foundation](#)



The Aspen Leadership Group is proud to partner with Jackson Health Foundation in the search for a Vice President of Development.

The Vice President of Development will play a key role in the management of Jackson Health Foundation's major gifts program on behalf of Jackson Health System, the leading health care provider in South Florida and home to a world-class transplant program, the Ryder Trauma Center, Christine E. Lynn rehabilitation hospital, and the Holtz Children's Hospital. In partnership with the Senior Vice President of Development, the Vice President will execute successful principal and major gift strategies, support the grateful patient fundraising program, and help build solid, long-term relationships for the foundation with an emphasis on principal and major gift prospects and donors.

The Jackson Health Foundation, a 501(c)(3) nonprofit organization, is the fundraising arm of Jackson Health System, the most comprehensive healthcare provider in South Florida and the largest public health system in the country. Through the generosity of compassionate donors, the foundation financially assists Jackson Health System in providing world-class medical care to children and adults in South Florida, and the global community. Funds raised by the foundation helps support major projects, special needs that cannot be supported by public dollars, as well as projects of special interest to donors and philanthropists. The foundation's fundraising efforts allow Jackson Health System to provide life-saving medical care to those in financial need, improve health care delivery, enhance the hospital experience for patients, and promote wellness and preventive medicine.

Jackson Health Foundation's and Jackson Health System's values of diversity and inclusion are aligned with its objective to provide family-centered care to all members of the community, regardless of their ability to pay. It is able to meet this objective thanks to its diverse workforce where everyone is empowered to make a difference. It embraces diversity at all levels and the common thread is for the patient and their family to be in a healthy environment where they receive the highest level of care and are treated by caregivers that effectively tend to their specific needs.

Established in 1991, Jackson Health Foundation is governed by a volunteer Board of Directors which is committed to philanthropic activities that benefit Jackson Health System. The work done through the Jackson Health Foundation is fundamentally personal. Its strength lies in its connection to the miracles performed daily throughout the Jackson Health System, and in the knowledge that every member of the Jackson team has been impacted by those miracles. This drives the foundation's purpose, its mission, and what its values.

REPORTING RELATIONSHIPS

The Vice President of Development will report to the Senior Vice President of Development.

PRINCIPAL OPPORTUNITIES

The amazing success and growth of Jackson is undeniable. Every one of its donors has played an important role in providing philanthropic support to propel its necessary growth. After celebrating its 100th anniversary, Jackson continues to move and build a future that will ensure continued quality healthcare for the community and its future generations. Jackson Health Foundation is committed to generating support from the community for the benefit of Jackson and its priority programs and projects. Of the \$1.8 billion invested in Jackson, \$90 million will be raised through philanthropy.

A seasoned Vice President of Development, knowledgeable about the industry's most current trends, will lead and inspire the foundation's team of fundraising professionals towards achieving this ambitious goal. The successful candidate will have the opportunity to take a leadership role in a transformational fundraising effort – one that will change Miami Dade County and shape the future of Jackson Health System's facilities and programs.

The successful candidate will support priority projects such as the Christine E. Lynn Rehabilitation Center for The Miami Project to Cure Paralysis at UHealth/Jackson Memorial Medical Center, slated to be one of the world's premiere rehabilitation hospitals. Christine E. Lynn's generous donation of \$25 million helped spearhead the fundraising for the center and Jackson is seeking like-minded individuals interested in supporting this important capital need.

Jackson Health holds the distinction of being Miami-Dade's first trauma center, the state's busiest organ transplant hospital, and a hub for state-of-the-art care for the most complex medical cases. It boasts a decades-long partnership with the University of Miami's Miller School of Medicine and its stellar leadership team has steered the institution towards its seventh year of budget surpluses. The Vice President of Development will join this prestigious institution and its talented staff at an exciting time – a time teeming with opportunity and promise.

PRIMARY RESPONSIBILITIES

The Vice President of Development will

- assist the Senior Vice President of Development in advancing and executing the foundation's five-year strategic fundraising plan, and any foreseeable campaigns;
- develop and manage a portfolio of 90 to 120 principal and major gift prospects and donors, with 40 to 50 being actively managed at any one time, with a significant goal of securing gifts of \$100,000 and above through active successful identification, cultivation, solicitation, and stewardship activities;
- complete a minimum of 20 substantive, meaningful principal/major gift contacts a month;
- develop and execute sophisticated long- and short-term strategies, as well as implement them to secure major gifts from individuals, grateful patients, corporations and foundations, and other entities, and be an effective leader to the foundation's fundraising team;

- manage, in partnership with the Senior Vice President of Development, the major gift officer team's moves management process, and provide the team with an annual operating plan that includes stretch goals and measurable objectives;
- manage the major gift officer team, and support the foundation's principal/major gift fundraising strategies, in particular by advancing the grateful patient fundraising program;
- work with the President and CEO, and Senior Vice President of Development to increase the involvement and leadership of the foundation's Board of Directors in the fundraising process, as well as other volunteer groups;
- be aware of planned giving vehicles and able to discuss a planned gift where possible with donors;
- exercise skill in motivating colleagues, volunteers, and donors;
- regularly report major gift activities and results against targets to achieve performance metrics of prospects cultivated, calls made, proposals developed, solicitations, gifts closed, and dollars raised;
- adhere diligently to the foundation's moves management and reporting process, ensuring proper documentation of their progress;
- attract community leadership to build individual, foundation, and corporate support for a major academic medical system;
- effectively engage prospective donors by communicating and advocating the success of the Jackson Health System, and raise funds for the priority areas of the foundation and the system;
- seek opportunities to represent the Jackson Health Foundation at community and networking functions, and nurture new and existing relationships;
- work collaboratively and positively with colleagues to maximize the giving potential of donors to ensure the success of the major gifts program and overall team; and
- be an inspiring team leader, supportive mentor, and a good colleague, and create a phenomenal fundraising engine for an important institution serving all of the residents of our community.

KEY STAKEHOLDERS



Keith R. Tribble
President and Chief Executive Officer

Keith R. Tribble proudly serves as the President and Chief Executive officer of the Jackson Health Foundation. As the steward of the foundation which operates as the principal source of fundraising for Jackson Health System, his strategic vision for the foundation is to conduct traditional philanthropic activities and to assist Jackson Memorial Hospital in advancing its iconic 97-year reputation for providing world-class medical service. Since taking over the helm of the foundation, Tribble has led the fundraising strategies in securing over \$75 million in charitable gifts. Tribble continues to set an established precedent of helping organizations understand their financial sustainability and vitality in the marketplace. He reaffirms that fostering relationships with key stakeholders and the community is critical to success.

Throughout his tenure, some of his most notable accomplishments include leading the strategy in securing and delivering major gifts and contributions totaling \$24.7 million benefiting the University of Central Florida's Athletic Program and as the Chief Executive Officer, Orange Bowl Committee's operational reserve from \$250K to over \$24 million. Tribble has raised over \$200 million throughout the course of his thirty-year career. Tribble's philosophy on leadership is that the true measure of a leader is how they treat everyone, not just those they need to impress.



Charmaine Gatlin

Executive Vice President and Chief Operating Officer

Charmaine Gatlin comes to Jackson Health Foundation with a wealth of knowledge and experience in both the profit and non-profit arena. She has done extensive work and has over fifteen years of experience in operations, events, marketing, and finance. As a Senior Vice President with 100 Black Men of America, Inc., Gatlin managed all internal operations of the organization to include operations, community relations, accounting, program implementation, strategic planning, and infrastructure expansion. During her tenure, she decreased operating expenses by 20% over a 5-year period. Prior to the 100 Black Men of America, Gatlin spent ten years in South Florida working for the Nat Moore Foundation and the Orange Bowl Committee. Gatlin is a graduate of the University of Florida where she received her undergraduate degree in French.



M. Victoria "Vicky" Castro

Senior Vice President of Development

Vicky Castro has been in the fundraising field for over twenty-seven years. Her progressive experience in professional development includes major gift fundraising, strategic planning, proposal development, fiscal management, donor recognition, and event and volunteer management. She has a proven successful track record in achieving goals and objectives through interaction with corporate, foundation, and community leadership to generate financial and volunteer support.

Her role at Jackson Health Foundation began in September 2017 as Vice President of Development and she shortly took over the role of Senior Vice President. As Senior Vice President, she serves as the foundation's chief fundraising officer and strategist, and plays a leading role in bringing the foundation and its fundraising to new heights. Working closely with the President and CEO and senior staff, Castro creates, leads and implements comprehensive fundraising programs. During her tenure at the foundation, Castro has helped to design, build, and oversee a new development team. Currently the team consists of seven positions covering annual giving, membership groups, major gifts, corporate relations, concierge assistance, and donor relations.

Prior to Jackson Health Foundation, Castro spent twenty-five years as a member of the fundraising team at the University of Miami Miller School of Medicine. Her fundraising areas included the Miami Transplant Institute, the Sylvester Comprehensive Cancer Center, the Department of Pathology, the Department of Psychiatry and Behavioral Sciences, and her longest tenure was serving as Executive Director of Development at the Department of Pediatrics.

PREFERRED QUALIFICATIONS

Jackson Health Foundation seeks a Vice President of Development with

- demonstrated experience in soliciting gifts of \$100,000 and above;
- experience in a hospital and/or academic medical center setting (preferred);
- a demonstrated ability to build long-term relationships;
- a demonstrated record of acquiring complex principal gifts;
- an ability to provide effective and inspiring leadership;
- excellent, persuasive verbal and written communication skills, and an ability to present a compelling vision and case for support;
- experience in written proposals and oral presentations;
- a demonstrated commitment to equity, fairness, and respect and the ability to communicate with clarity and eloquence to multiple constituencies;
- excellent organizational skills and an ability to prioritize and effectively manage multiple projects and deadlines simultaneously; and
- computer fluency in Raiser's Edge or other donor database software, web applications and knowledge about the role of technology and electronic communication in fundraising.

A bachelor's degree is required for this position. At least seven years of major gift fundraising experience and at least three years of senior management experience is preferred. Bilingual Spanish/English is desired but not required.

DIVERSITY, EQUITY, AND INCLUSION

Every employee at Jackson Health System brings invaluable insights based on a combination of factors. These differences are a powerful asset to the organization, because they reflect the diverse nature of the staff, which represents the community and its patients.

Maintaining a diverse workforce is a top priority for Jackson Health System as it facilitates its employees' ability to effectively communicate and build relationships with patients, patient family members, each other, and the community at large.

Jackson Health System is committed to the principles of equity, fairness, and respect for all people. As part of this commitment, Jackson Health System actively values diversity in the workplace, and provides equal employment opportunities regardless of race, color, national origin, religion, age, disability, marital status, pregnancy, ancestry, citizenship, sex, gender identity, gender expression, sexual orientation or veteran's status.

Jackson Health Foundation is an Equal Opportunity Employer. It is committed to the spirit and letter of all federal, state and local laws and regulations pertaining to equal opportunity for individuals without regard to race, color, religion, age, national origin, disability, marital or veteran status or other protected status.

SALARY & BENEFITS

Jackson Health System offers a highly competitive and comprehensive salary and package of employee benefits including medical, dental, and vision insurance after 90 days of employment; group term basic life insurance at no cost to the employee; long term disability insurance plans to provide protection from loss of income due to disability; and an opportunity to participate in the foundation's 401(k) program effective the first day of hire with 100% of the employee voluntary contribution to the plan up to 4% of the employee gross yearly salary matched by Jackson Health System.

LOCATION

Jackson Health System and Jackson Health Foundation is located in Miami, Florida. The Vice President of Development will spend a significant amount of their time on the road, meeting with donors.

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 apply for this position, visit:

[Jackson Health Foundation, Vice President of Development](#)

To nominate a candidate, please contact Angelique Grant:

angelique@aspenleadershipgroup.com.

All inquiries will be held in confidence.