



## **DIRECTOR OF FOUNDATION RELATIONS**

**MERCY FOR ANIMALS**

**Location – Remote**



The Aspen Leadership Group is proud to partner with Mercy for Animals in the search for a Director of Foundation Relations. The Director of Foundation Relations will ensure financial support of the organization by developing and implementing a strategic fundraising plan and executing strategies to identify, cultivate, and solicit relationships in a manner that will increase revenue for Mercy For Animals. The Director of Foundation Relations will secure grants annually and work with philanthropy officers and other team members to set goals, priorities, and direction for the foundation program.

Mercy for Animals is on the front lines—fighting to protect farmed animals. Working in factory farms, corporate boardrooms, and courts of justice, it is speaking up to end cruelty and inspire compassion. Mercy for Animals has three core approaches to achieving its mission. The first is to make alternatives to animal-based meat, eggs, and dairy as attractive and accessible as possible. Mercy for Animals also works to make animal products less competitive and less attractive to consumers, food producers, and policymakers. Finally, Mercy for Animals works to reduce the suffering for animals in the current food system.

Since its first investigation over 20 years ago, Mercy for Animals has made a huge impact for animals through campaigns, storytelling, and the mobilization of thousands of advocates. Through holding governments accountable and pushing for change in laws, Mercy for Animals has saved more than 300,000 animals from the food system in the past three years alone.

Over the next three years, Mercy for Animals plans to expand its work and make greater headway towards its mission of ending industrial animal agriculture and constructing a just and sustainable global food system. The plans include decreasing the number of animals in the food system and reducing the suffering for farmed animals that are trapped in the food system. Mercy For Animals also aims to build people power and increase public awareness of the atrocities of farmed animals to drive change including developing solutions to speed the transition away from industrial animal agriculture.

## **REPORTING RELATIONSHIPS**

The Director of Foundation Relations will report to the Senior Philanthropy Officer, Caitlin Oates.

## **FROM THE SENIOR PHILANTHROPY OFFICER**

*Imagine a world free of cruelty, a world in which we nurture our bodies, minds, and spirits with wholesome, healthy food that is kind to animals and sustainable for our planet. Mercy for Animals believes that world is possible. In fact, it is inevitable if we work together to elevate humanity to its fullest potential. We are on the front lines fighting to protect farmed animals. From factory farms to boardrooms, courts of justice to courts of public opinion, Mercy for Animals is there to speak up against cruelty and for compassion.*

*I have spent my professional career focusing on my lifelong passion, animal welfare. For the past decade, I have worked to raise funds to help animals both locally and globally, with a focus on bringing supporters closer to the causes they love most. Farmed animals need our help and by joining our team, as a Director of Foundation Relations, you will be the catalyst for change. You will play a huge part in this story by bringing new partners into the MFA family, increasing our support, and amplifying our voice—and I hope in doing so, you will be proud of the work we are accomplishing!*

*Together, we are working to bring a new day for farmed animals and I hope you will join us.*

—Caitlin Oates, Senior Philanthropy Officer

## **MERCY FOR ANIMALS' COMMITMENT TO DIVERSITY, EQUITY, INCLUSION, AND ANTI-RACISM**

Mercy for Animals stands united in support of Black Lives Matter principles and against systemic racism and anti-Blackness. Mercy for Animals has distributed an organization-wide DEIJ literacy survey to help it gain a better understanding of its current collective knowledge of and familiarity with DEIJ principles and practices. This has enabled it to design, build, and offer tailored learning and growth opportunities to help increase its DEIJ literacy in meaningful and effective ways. Mercy for Animals continues to review, assess, and improve its talent acquisition and recruiting processes and tools to ensure an inclusive and equitable hiring experience that minimizes any potential for personal or unconscious bias.

## **PRIMARY RESPONSIBILITIES**

The Director of Foundation Relations will

- develop and implement a comprehensive foundation fundraising program and strategy that generates gifts from private sector foundations and family foundations;
- conduct research to identify foundation prospects, for both the organization as a whole and for specific programs and projects that align with Mercy for Animals' strategic direction;
- develop and execute individualized strategies for long-term foundation funding growth for foundation prospects and donors and persuasively articulate needs to foundations;
- identify, solicit, and cultivate relationships with foundation prospects and donors;
- maintain focus and a high level of individual activity, including writing letters of inquiry and submitting grant proposals;
- lead all aspects of creating and submitting foundation grant proposals and reports, including writing, preparation of supporting documentation, and collection of required attachments;
- develop a strong working relationship with colleagues and partners to identify, develop, and frame aspects of existing programs and plans that have the potential to attract grant funding; and
- produce reports on activities and progress toward goals.

## LEADERSHIP

### **Leah Garcés**

#### **President**

Leah Garcés is President of Mercy for Animals. She has been fighting for better food and farming systems for 20 years as a leader in the animal protection movement. Leah oversaw international campaigns in 14 countries at the World Society for the Protection of Animals and launched Compassion in World Farming in the United States. She is the author of *Grilled: Turning Adversaries into Allies to Change the Chicken Industry* from Bloomsbury Publishing. Leah's work has garnered headlines in *The New York Times*, *The Washington Post*, BuzzFeed, *Vice* magazine, the *Chicago Tribune*, and other national media outlets. Leah also serves on the advisory councils of Encompass and Seattle Food Tech. She lives in Atlanta, Georgia, with her husband, three children, and two cats.

### **Susan Lane**

#### **Senior Vice President of Philanthropy**

Susan Lane is Senior Vice President of Philanthropy at Mercy for Animals. She oversees and manages fundraising strategy, development, and execution. Through all channels of fundraising, including annual fund, major gifts, planned giving, corporate and foundation relations, events, donor stewardship, and development operations, her team engages donors and prospects in a way that both educates and inspires them to give. Susan has served as Assistant Vice President of Development for Florida International University, Chief Development Officer for the College of Medicine at Michigan State University, and Vice President of Planned Giving for Fidelity Charitable Services. She is a certified fundraising executive (CFRE) and passionate advocate for the nonprofit community. Susan is married to Tom, an estate and tax attorney, and is the proud mother of Emily, a recent law school graduate. Susan is an avid reader and enjoys traveling, music, theater, and gatherings with friends and family.

### **Caitlin Oates**

#### **Senior Philanthropy Officer**

Caitlin Oates is Senior Philanthropy Officer at Mercy for Animals where she helps donors make the greatest impact with their giving. Caitlin has concentrated her professional career on her lifelong passion, animal welfare. For the past decade, she has dedicated her life to raising funds to help animals both locally and globally, with a focus on bringing supporters closer to the causes they love most. Caitlin has impacted a wide range of animals in need—from local homeless domestic dogs and cats to lions, tigers, and other exotic animals in abandoned roadside zoos around the world. Caitlin is beyond excited to use her years of expertise to help farmed animals and build a compassionate food system with Mercy for Animals. A graduate of Boston College, Caitlin resides in Watertown, Massachusetts, with her husband, Jeff, and their 12-year-old rescue wheaten terrier, Liam.

## PREFERRED COMPETENCIES AND QUALIFICATIONS

Mercy for Animals seeks a Director of Foundation Relations with

- a commitment to the mission of Mercy for Animals—to end industrial animal agriculture by constructing a just and sustainable food system;
- a history of building, managing, and mentoring a highly effective, diverse team, as well as success generating funding from foundation sources;
- a history of managing relationships with foundations that have a history of investing in gifts with significant institutional impact;
- an understanding of cultivation, solicitation, and stewardship strategies and techniques, particularly as they relate to foundation fundraising;

- experience writing proposals, securing gift commitments, and developing relationships with foundations;
- experience preparing timely, accurate, and comprehensive written reports and presentations;
- experience identifying funding prospects utilizing Foundation Directory and other sources;
- outstanding interpersonal skills and an ability to collaborate effectively;
- superior analytical, project-management, and communication skills, both written and oral;
- an ability to effectively articulate clear and compelling messages and stories;
- strong organizational and time-management skills, with the self-motivation and discipline needed to regularly set and achieve work goals with minimal supervision;
- exceptional attention to detail and excellent planning, tracking, and follow-up skills;
- an ability to multitask in a fast-paced environment with changing priorities and limited resources; and
- a commitment to continued personal and organizational growth in diversity, equity, inclusion, and justice principles.

A bachelor's degree or an equivalent combination of education and experience is required for this position as is at least five years of progressively responsible experience in a successful foundation relations program.

#### LOCATION

This is a remote position that may be performed from any location in the United States.

#### SALARY AND BENEFITS

The salary for this position is \$95,405 to \$107,868 annually. Mercy for Animals offers a comprehensive benefits package including ample time off, flexible schedules, telecommuting opportunities, and generous health benefits. Mercy for Animals considers self-care, mindfulness, and work-life balance essential to building a sustainable movement for animals.

#### APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of Mercy for Animals as well as the responsibilities and qualifications presented in the prospectus.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

*To apply for this position, visit:*

*[Director of Foundation Relations, Mercy for Animals.](#)*

*To nominate a candidate, please contact Clare McCully: [claremccully@aspenleadershipgroup.com](mailto:claremccully@aspenleadershipgroup.com).*

*All inquiries will be held in confidence.*