



CHIEF DEVELOPMENT OFFICER

RESURGE INTERNATIONAL

Location — Hybrid (Sunnyvale, California)



The Aspen Leadership Group is proud to partner with ReSurge International in the search for a Chief Development Officer.

The Chief Development Officer will be an experienced, passionate senior executive committed to the mission of this preeminent global surgery nonprofit organization. The Chief Development Officer will plan and direct all fundraising activities for the organization, designing and implementing strategies to increase the financial resources required to expand access to life-changing reconstructive surgery in low-income countries around the world. As a member of ReSurge's Leadership Team, the Chief Development Officer will participate actively in strategic planning, organizational development, and culture-building anchored in integrity and a commitment to diversity, equity, and inclusion. The Chief Development Officer will join a dynamic team of international professionals poised to step up to the next level of growth and impact. The Board and staff of ReSurge have an audacious goal of doubling the number of patients that were served in the organization's first 50 years of operation. This means that, in the next decade, 180,000 more patients will receive life-changing medical care because of ReSurge's investment in local capacity building and safe, effective treatments in reconstructive surgery.

ReSurge's mission is to train, fund, scale, and inspire reconstructive surgical teams in low-income countries to provide life-changing care to patients with the greatest need. ReSurge accomplishes this by focusing on training for impact; treatment for care; academic partnerships for growth; and advocacy and thought leadership.

Training for Impact. Capacity building in low-income countries by training local reconstructive surgical teams in techniques allows them to better care for their communities. Through its Visiting Educator and Virtual Training programs, ReSurge is training the next generation in reconstructive surgery and creating a multiplier effect of long-term impact. Its Stanford University study found that the economic benefits of its Visiting Educator program were particularly cost effective and, on average, had a 22-fold return on investment.

Treatment for Care. ReSurge provides direct surgical care for the underserved at no cost to the patient. ReSurge does this by funding the work of its qualified Surgical Outreach Partners in low-income countries. These local partners are best suited to identify, treat, and follow patients living in poverty who need care the most—that is why 90% of all their surgeries are performed by local partners. ReSurge augments its local partners' work through hands-on training via their Visiting Educator Trips and Surgical Team Trips.

Academic Partnerships for Growth. ReSurge connects surgical teams in low-income countries directly to top reconstructive surgeons, anesthesiologists, pediatricians, nurses, and physical therapists. Visiting educators, ReSurge staff, and Board members come from top U.S. academic medical institutions such as Stanford University, Johns Hopkins University, and Yale University. ReSurge also partners with hospitals and colleges around the world, including the College of Surgeons of East, Central, and Southern Africa (COSECSA) and the College of Anesthesiology of East, Central and Southern Africa (CANECSA).

Advocacy and Thought Leadership. ReSurge engages with governments and multilateral organizations to prioritize surgery as a cost-effective and indispensable component of health care, working with international medical societies, universities, advocacy groups, and other surgical NGOs. ReSurge has contributed more than 30 academic, peer-reviewed articles to the global surgery literature. The organization also educates the public about the importance of global surgery by publishing opinion pieces such as its article in *The Hill* in 2021: *Investing in Surgical Systems from Quick Fixes to Long-term Sustainability*. ReSurge has also been featured on NPR, CNN, and HuffPost, among others. ReSurge’s work to close the gender gap in surgery has been featured in *Marie Claire* and *InterAction*.

ReSurge continues to build momentum, having recently received its largest multi-million-dollar transformational gift to-date. The organization is poised for exponential growth, and it is looking for an exceptional development professional to tap its enormous fundraising potential. ReSurge has a proven program model, expanded and honed during the global pandemic, and is prepared for next level scale and impact. This is an exciting time to join and lead ReSurge and its best-in-field staff and medical volunteers!

REPORTING RELATIONSHIPS

The Chief Development Officer will report to the President and Chief Executive Officer, Claire Lachance and will serve as a key organizational leader. The Chief Development Officer will oversee a team that is currently composed of two full-time staff (the Director of Development Operations and a newly hired Development Associate), as well as a new Grant Writer (part-time consultant). There is one additional position budgeted to be hired after the onboarding of the new Chief Development Officer. ReSurge has a team of 10 staff members based in the United States, and more than 100 volunteer medical professionals, plus additional paid staff in Nepal, India, Vietnam, and Zimbabwe. The network of affiliated reconstructive surgeons spans across 19 countries. ReSurge is governed by a 23-member Board of Directors.

FROM THE PRESIDENT AND CHIEF EXECUTIVE OFFICER

Thank you for considering ReSurge International as the next step in your professional journey! Just six months ago, I was in a similar position—responding to a very compelling inquiry as to whether I would consider ReSurge for my next leadership chapter. From my very first meeting with ReSurge’s Board leadership and staff to today, I can say with clarity and unrelenting enthusiasm that this is a very special organization at an exciting, transformative stage of its evolution.

Across our ReSurge community, Board, staff, and veteran donors share a passion not only for ReSurge’s mission, but for the growth opportunity that is poised at our doorstep. Revenue has remained rather flat for several years with a very committed but small, concentrated donor base and very few institutional grants. The potential to attract new sources of revenue is extraordinary, particularly given the organization’s strong case for support and a seemingly endless supply of inspiring marketing content. An exceptional Director of Marketing and Communications has been here for two years and is eager to begin collaborating with the incoming Chief Development Officer. As the President and Chief Executive Officer, I am similarly eager to partner with the new Chief Development Officer—strategizing sophisticated approaches to donor cultivation and authentic engagement.

ReSurge's next Chief Development Officer will be joining a fabulous team, aligned by our vision and shared sense of mandate that the millions of people lacking access to life-changing surgery must be served. To paraphrase our deeply dedicated Consulting Medical Officer, Jim Chang (Chief of the Division of Plastic and Reconstructive Surgery at Stanford University), "The demand for ReSurge's services will outlive any of our lifetimes—all we need now are the resources to begin scaling-up our programs in the 19 countries we serve and beyond!"

Indeed, we are ready to take fund development to the next level now. We look forward to hearing from you!

—Claire Lachance, President and Chief Executive Officer

PRIMARY RESPONSIBILITIES

Fundraising

The Chief Development Officer will

- plan and direct all fundraising activities, designing and implementing strategies to increase the financial resources required to expand access to life-changing reconstructive surgery in low-income countries around the world;
- assess, build, and continuously improve key functional areas of a comprehensive fund development program, including annual and major gifts, foundation and corporate giving, planned giving, special campaigns, and development operations;
- strengthen ReSurge's major gifts program by building a robust prospect pipeline and implementing cultivation and solicitation strategies for gifts of \$25,000 and above;
- maintain a personal portfolio of 50-75 donors and donor prospectus, while supporting the fundraising efforts of the President and Chief Executive Officer and Board members;
- working closely with the Director of Marketing and Communications, design and implement marketing strategies to invite more people into the ReSurge community and expand the individual giving pipeline;
- strengthen and build relationships with institutional funders, dramatically increasing ReSurge's support from foundations, corporations, and government entities;
- build a compelling, effective donor relations and stewardship program, creating new opportunities for donor and volunteer engagement;
- establish a formal planned giving program that includes active engagement;
- oversee the planning and execution of fundraising and cultivation events, including ReSurge's annual "Transformations Gala," as well as other activities critical to engaging Resurge's constituencies; and
- ensure timely and accurate processing of gifts, donor acknowledgements, and the reporting of fundraising results.

Executive Management

The Chief Development Officer will

- serve on ReSurge's Leadership Team, participating actively in strategic planning, organizational development, and culture-building anchored in integrity and a commitment to diversity, equity, and inclusion;
- serve as the staff lead on the Development Committee of the Board, providing timely development updates and leveraging Board and staff relationships to optimize fundraising opportunities; and

- serve as an ambassador of ReSurge to donor prospects, funders, and other stakeholders, representing the organization’s mission in a compelling manner.

Financial Management, Human Resources, and Operations

The Chief Development Officer will

- develop and manage the annual development operating plan, with accountable financial and activity goals;
- optimize the Blackbaud donor database and related wealth screening tools to support fundraising strategy and present clear, cogent reports and analyses to senior management;
- hire, manage, and coach a thriving, mutually supportive development team, grounded in ReSurge’s values, a healthy work environment, and a commitment to ongoing professional development; and
- ensure accurate fundraising reports, financials, and forecasts, working collaboratively with the Director of Finance and the President and Chief Executive Officer.

LEADERSHIP

Claire Lachance

President and Chief Executive Officer

Claire Lachance is a transformative leader dedicated to designing, building, and managing high-performing organizations for social impact. Claire began her tenure as President & CEO of ReSurge International in September 2022. Prior to joining ReSurge, Claire served as CEO for the Institute of Noetic Sciences, leading the internationally recognized research institute through an era of strategic transformation, operational turnaround, cultural renewal, and expanded impact. Before that, as President and Principal Consultant at Inspiration Quest, she counseled charitable foundations, nonprofit organizations, and public sector entities, advising them on strategic planning, capacity-building, impact measurement, financial sustainability, and governance. Earlier in her career, Claire served in executive positions at Pacific Bell and MetLife. Claire earned a Master of Business Administration degree from Harvard Business School and a bachelor’s degree in Economics and French from Tufts University. She is an active member of the International Women’s Forum, the International Leadership Association, InterAction, and the Global Consciousness Institute.

PREFERRED COMPETENCIES AND QUALIFICATIONS

ReSurge International seeks a Chief Development Officer with

- a commitment to the mission of ReSurge—to inspire, train, fund, and scale reconstructive surgical teams in low-income countries to provide life-changing care to patients with the greatest need;
- strong administrative, financial, strategic thinking, and long-range planning abilities and an ability to develop and execute a comprehensive fundraising plan, understand institutional finances, and direct and manage annual and multi-year budgets;
- expansive fundraising knowledge and experience, including personal fundraising solicitations, strategic fundraising program building, international fundraising, donor acquisition, planned giving, capital campaigns, research, cultivation, stewardship, reporting, and overall fundraising management;
- an ability to represent ReSurge professionally in the United States and abroad and to work productively with a wide range of constituents;

- an ability to motivate, direct, and manage staff and coordinate and support the fundraising activities of others, including leadership;
- exceptional communication skills, both written and oral;
- an ability to make meaningful connections with individuals, align cases for support, and create opportunities for engagement;
- superior listening skills and an ability to interpret input from many sources, as well as an ability to analyze and formulate disparate information into a sound, well-organized plan; and
- experience with the Blackbaud donor database and related wealth screening tools.

A bachelor's degree is required for this position as is at least five years of experience in a fundraising leadership position in an organization of similar size and scope.

SALARY AND BENEFITS

The salary range for this position is \$150,000 to \$170,000 annually. Resurge International offers a comprehensive package of benefits.

LOCATION

This position is based at ReSurge's headquarters in Sunnyvale, California. ReSurge International offers a hybrid work environment. This position requires significant travel and may include the opportunity to be based in another part of the United States.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of Resurge International 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:

[Chief Development Officer, ReSurge International.](#)

To nominate a candidate, please contact Gregory Leet, gregoryleet@aspenleadershipgroup.com.

All inquiries will be held in confidence.