



**DIRECTOR OF DEVELOPMENT  
CINCINNATI COUNTRY DAY SCHOOL**

**Cincinnati, Ohio**

<http://countryday.net>



The Aspen Leadership Group is proud to partner with Cincinnati Country Day School (CCDS) in the search for a Director of Development.

The Director of Development reports to the Head of School and is responsible for creating and executing development events and fundraising programs that build a strong culture of philanthropy and maximize giving to the school. This is a full-time, 12-month administrative position overseeing the development team in its implementation of an integrated, holistic approach to fundraising, development, and cultivation using an overarching strategy to support the goal of increasing philanthropic support.

The successful candidate will advance the school's mission; live the guiding principles and embody the school's character virtues; demonstrate and commit to life-long learning; set and meet high standards for continuous improvement; build constituent satisfaction through attention to quality "customer" service; cultivate and model collegiality; communicate in a clear and compelling manner; advocate for the school's individual roles while supporting the shared needs of the collective institution; and contribute to the success of CCDS by serving on the Head of School's cabinet.

Founded in 1926 and located on a 62-acre campus in the beautiful suburb of Indian Hill, Cincinnati Country Day School is an independent, co-educational day school with 860 students from early childhood (beginning at 18 months old) to grade 12 who are taught by 120 faculty members. CCDS has long been recognized for its rigorous and innovative curriculum that offers its students a full range of academic, athletic, artistic, and altruistic opportunities. Its goal is to challenge its students as they stretch their minds in pursuit of knowledge. At Country Day, students benefit from a comprehensive set of academic opportunities, state-of-the-art technology, competitive athletics, a broad arts program, and, most of all, relationships that endure for a lifetime. Cincinnati Country Day School has a strong foundation for future growth resulting from a clear and compelling mission, healthy enrollment comprised of a motivated and diverse student body, a passionate and skilled faculty, a challenging curriculum, and an engaged, supportive community.

The school's mission is succinctly stated: Cincinnati Country Day School provides each student with superior preparation for college and life. CCDS inspires a passion for learning and independent thinking through a steadfast commitment to academic excellence, personal integrity, and service to others.

## **REPORTING RELATIONSHIPS**

The Director of Development reports to the Head of School.

## **PRINCIPAL OPPORTUNITIES**

As Cincinnati Country Day School approaches its centennial (2026), the school is well poised to further elevate its status as a preeminent academic institution both regionally and nationally. With vibrant leadership and a community dedicated to the school's success, Country Day is currently undertaking work to generate resources to help the school achieve its strategic goals as outlined in its new long-range plan.

Advancing the school's objectives is a key opportunity for a development professional who has demonstrated success in creating and leading fundraising plans while managing strategic partnerships and talented development staff. The individual's efforts will have an impact on the school's programing, and consequently, its outcomes: the graduates of CCDS.

Country Day was founded by pioneering civic leaders who ventured to the edge of the city in search of a site that was beyond the suburbs, and then "five miles farther." We now seek a professional who will join us in our journey to grow "5,000 miles farther" as we prepare our graduates to enter a rapidly changing world.

## **PRIMARY RESPONSIBILITIES**

The Director of Development will

- establish and execute strategic programs that optimally grow the annual, major, and capital campaigns; legacy gifts; and planned giving;
- further develop a system of donor cultivation and stewardship that employs moves management approaches with actionable and reportable goals for members of the development team;
- develop and implement a system of comprehensive research to facilitate cultivation of potential donors with use of internal data and external databases and information sources;
- work to shift the transactional nature of major gift fundraising toward a more relationship-based approach;
- solicit major donors;
- identify and oversee opportunities for corporate solicitations and foundation grants;
- collaborate with the various school divisions and departments in advancing the school's mission with specific focus on collaboration with the Admissions Office for external advancement work;
- build relationships with the school's alumni through alumna events and programming;
- ensure the school's database is effectively managed, updated, and data is used to support strategic direction of development activities and growth;
- coordinate with the Business Office in processing and acknowledging all gifts;
- supervise, nurture, and set goals for the development staff;
- manage the development budget;
- along with the Director of Enrollment Management, co-manage the communication staff, marketing budget, and production of all-school print publications, electronic/website communication, and social media platforms;

- coordinate the school's volunteer efforts; and
- nurture and maintain a highly collaborative relationship with the Head of School, the board president, and individual board members, supporting them in their fundraising responsibilities and accompanying them on donor visits when appropriate.

## KEY COLLEAGUES



**Anthony "Tony" Jaccaci**  
**Head of School**  
**CCDS Parent**

Fletcher School of Law and Diplomacy  
 Tufts University, MA  
 Harvard University, BA, Asian Studies  
 Phillips Academy  
 Joined CCDS: July 2015

Prior to joining Country Day, Tony Jaccaci served as the executive principal at the YK Pao School's secondary division in Shanghai, a western-style boarding school rooted in Chinese culture. Jaccaci's teaching career began at St. George's School in Newport, RI, where he served in several roles over 13 years including history and Chinese language teacher, department head, summer school head, and director of global programs. While at St. George's, he also taught at the U.S. Naval War College in Newport for two years.

In his free time, Tony enjoys soccer, skiing, reading, and spending time with his family. Tony, his wife Lucia, who teaches 8<sup>th</sup> grade history at CCDS, and their three sons, Nick '18, Sam '19, and Ben '23, live in the historic Broadwell House on CCDS's campus.



**Jon Hall**  
**CCDS Board President**  
**CCDS Past Parent**  
**CCDS Past Parents' Association President**

Co-founder & Managing Partner  
 SpencerHall, Consumer Marketing  
 Princeton University, AB, Religion

Prior to co-founding SpencerHall (brand position and product development research firm) in 1996, Jon spent 14 years in brand management at Procter & Gamble where Jon began his marketing career and served as a marketing director. He and his wife Lisa are the parents of two CCDS graduates, Sam '13 and Jessica '14.



**Joel "Jody" Brant**  
**CCDS Trustee, Development Committee Chair**  
**Co-chair, Blue and White Campaign**  
**CCDS Parent**  
**CCDS Alumnus, Class of 1987**

Attorney, Wealth and Estate Planning, Tax

Katz Teller

New York University of Law, LL.M (in Taxation)

Georgetown University, J.D.

Dartmouth College, BA, Mathematics

Jody Brant has spent his legal career at Katz Teller, a leading full-service, commercial law firm representing family-owned and other privately-owned businesses. Jody is also actively involved in the community through his various volunteer commitments including Easterseals TriState, Cincinnati Squash Academy, and JVS Career services among others. Prior to attending law school, Jody taught middle school and high school math and coached basketball, volleyball, and baseball at an independent school in Washington, DC.

Jody and his wife Debbie are parents of Country Day students Samantha '19 and Nora '21.



**Robert "Rob" Zimmerman**

**CCDS Trustee**

**CCDS Alumni Council President**

**Co-chair, Blue and White Campaign**

**CCDS Parent**

**CCDS Alumnus, Class of 1998**

Attorney, Dinsmore & Shohl LLP

University of Cincinnati College of Law, J.D.

Vanderbilt University, B.A.

Rob practices in the commercial litigation group at Dinsmore, a 600-attorney law firm headquartered in Cincinnati. Rob handles a wide range of business disputes, including shareholder/partnership issues, financial services litigation, and intellectual property litigation. Rob is also vice president of the Board of Trustees at LADD, a local nonprofit which facilitates the growth and development of adults with disabilities. In his free time, Rob enjoys golf, books, travel, and piano.

Rob and his wife Rania are parents of Country Day students Harrison (grade 2) and Graham (Montessori I).



**Paula Brock**

**Director of Annual Giving and Alumni Relations**

Xavier University, B.S./B.A.

Joined CCDS: June 2007

Before rejoining CCDS in 2007, Paula Brock served as the parent liaison and director of special events at Country Day (2000-02). Other work in the non-profit field includes assistant director at the Mercantile Library and director of corporate relations for the Cincinnati Art Museum.

Paula currently volunteers at Tender Mercies, a non-profit that provides residential care for the mentally ill. She is a former board member of St. Ursula Villa School, where she served as the

president of the Parents' Association. Previous volunteer experience includes The Cincinnati Antiques Festival benefitting Children's Hospital and Off the Streets, which provides housing and care for woman recovering from abuse. Paula and her husband reside in Madeira.



**Louise Vaughan**  
**Director of Campaigns and Major Gifts**  
**CCDS Parent**  
**Past CCDS Trustee**  
**Past Parents' Association Treasurer**

Imperial College (London), B.Sc. (Hons) in Mathematics and Management Studies

Joined CCDS: April 2017

Prior to moving to the United States eight years ago, Louise Vaughan spent 12 years in the financial services industry for three of London's largest international financial services businesses, initially as a chartered accountant with Arthur Andersen, then moving into investment banking. She was a vice-president in the corporate broking team at Credit Suisse before joining the corporate broking team at UBS, as an executive director.

Louise is a former member of the Indian Hill fundraising committee for Kindervelt, the largest auxiliary of Cincinnati Children's Hospital Medical Center. She and her husband continue to be actively involved in fundraising for Stepping Stones, a Cincinnati-based charity focused on increasing independence for children and adults with disabilities. Louise and her husband Jeremy are the parents of four CCDS students (kindergarten through grade 5).

### **CANDIDATE QUALIFICATION AND QUALITIES**

The successful candidate for the position of Director of Development should have

- deep knowledge of fundraising and understanding of current development trends;
- ability to motivate, lead, collaborate, and manage individuals and groups;
- excellent interpersonal and communication (written, public speaking, presentation) skills;
- strategic high-level thinking coupled with the attention to detail necessary for successful planning and execution;
- proficiency in using and understanding social media;
- ability to track, analyze, and disseminate data;
- knowledge of Senior Systems Alumni Development (preferred);
- excellent computer skills (MS Outlook, Excel, Word, PowerPoint); and
- willingness to travel as needed.

A bachelor's degree is required for this position as is a minimum of five years of professional experience that demonstrates success and increased responsibilities in development leadership and management. Experience in independent schools is desirable.

## **SALARY AND BENEFITS**

Cincinnati Country Day School offers a competitive salary and a comprehensive benefits package.

## **LOCATION**

Cincinnati Country Day School is located in Indian Hill, a verdant suburb twenty minutes from Cincinnati, Ohio. The campus is only a few miles from the following Cincinnati neighborhoods of Hyde Park, Loveland, Madeira, Montgomery, Symmes Township, Milford, Blue Ash, Terrace Park, Newtown, and Kenwood.

## **DIVERSITY AND INCLUSION**

Country Day believes diversity takes many forms. As a school community, racial/ethnic diversity is as important as the geographic and socioeconomic diversity of its students and their diversity in beliefs, interests, and learning styles.

Country Day explores, respects, and celebrates diversity while recognizing the common goals, principles, and beliefs shared by everyone. More than 24% of the Country Day student body is racially/ethnically diverse. And, nearly 10% of the Country Day community has an international background. Whether a student's family lived abroad at one point, has recently moved to the United States from a foreign country, or is part of an exchange/visitor's program, the community has definite international appeal.

Cincinnati Country Day School does not discriminate on the basis of race, color, creed, sex, gender identity, sexual orientation, disability, age (40 or over), national origin, ancestry, or military service/veteran's status in the administration of its educational programs and policies, admission decisions, tuition aid programs, employment practices and benefits, athletic, or other school administered programs.

## **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 or learn more, please contact Shelley Semmler:  
[shelleysemmler@aspenleadershipgroup.com](mailto:shelleysemmler@aspenleadershipgroup.com).

*All inquiries will be held in confidence.*

# ASPEN LEADERSHIP GROUP

Aspen Leadership Group focuses exclusively on search and talent management in the field of philanthropy. Recognized leaders in the field recruit and provide counsel to other leaders and emerging leaders, building enduring, productive relationships and supporting exceptional careers.

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