



SENIOR DIRECTOR OF DEVELOPMENT, PRINCIPAL GIFTS
LUCILE PACKARD FOUNDATION FOR CHILDREN'S HEALTH
LOCATION — HYBRID (SAN FRANCISCO BAY AREA)



Children's Health

The Aspen Leadership Group is proud to partner with the Lucile Packard Foundation for Children's Health in the search for a Senior Director of Development, Principal Gifts.

The Lucile Packard Foundation for Children's Health's Principal Gifts team works with donors and prospects who have the potential to make philanthropic gifts of \$10 million or more and raises a significant portion of the Foundation's annual fundraising totals. In this role, the Senior Director of Development, Principal Gifts will be a key contributor to revenue on the Principal Gifts team, play an instrumental role in securing lead philanthropy for institutional priorities, and lead program building for key fundraising priorities.

The Principal Gifts team is seeking an experienced Senior Director of Development, Principal Gifts to identify, cultivate, solicit, or arrange for the solicitation of individuals, families, and family foundations with the philanthropic capacity to make a gift of \$10M+ for the Stanford School of Medicine Department of Pediatrics' and Stanford Children's Hospital's highest priorities. The Senior Director may manage one or more individuals based on the team's needs and partner with faculty and hospital leaders to identify fundraising opportunities.

The Lucile Packard Foundation for Children's Health, in partnership with Stanford Medicine and Lucile Packard Children's Hospital, unlocks philanthropy to transform health for children and families in Northern California—and around the world.

The Lucile Packard Foundation for Children's Health is the sole fundraising entity for Lucile Packard Children's Hospital Stanford and the child health programs at Stanford University School of Medicine. The Foundation is named for Lucile Salter Packard, who committed her life to the well-being of children. Lucile, along with her husband David (co-founder of Hewlett-Packard), were leaders in the development of Lucile Packard Children's Hospital Stanford, which opened in 1991. In 1996 the Hospital merged with Stanford University Medical Center, and the Foundation was established as an independent public charity to ensure a source of dedicated funding and support for the health of children. Governed by a Board of Directors, all philanthropic dollars raised by the Foundation are directed to Packard Children's Hospital and the Stanford University School of Medicine.

REPORTING RELATIONSHIPS

The Senior Director of Development, Principal Gifts will report to the Associate Vice President, Principal Gifts, Payal Shah. The Senior Director may manage one or more direct reports as determined by the team's needs.

FROM THE ASSOCIATE VICE PRESIDENT

The Principal Gifts team at Lucile Packard Foundation for Children's Health drives philanthropy for Lucile Packard Children's Hospital Stanford, one of the country's top ten children's hospitals. The Foundation also supports the groundbreaking pediatric research led by Stanford University, School of Medicine.

The Principal Gifts team is committed to empowering our hospital and brilliant faculty to deliver the best possible health care for mothers and children today while advancing research to improve standard of care for the future. To do that, the Principal Gifts team works toward ambitious, but achievable, revenue goals with transformative potential. In recent years, our growing team has gained incredible momentum, and we are seizing this moment to continue on this path. Our team's work has made it possible for faculty to launch clinical trials, serve new populations of patients, achieve capital improvements to facilities, and lead pathbreaking research initiatives.

As a team, we take great pride in that work, with an "all hands-on deck" approach—pitching in to help each other, cheer each other on, and celebrate our shared victories, which are also victories for the hospital and the patients it serves. We seek an individual who will embrace and uphold this spirit, and who will be motivated by joining a creative, strategic, and results-driven team made up of accomplished individuals who care deeply about what we do, and each other. I believe you will find this shared sense of mission inspiring and fulfilling.

In this role, you will join an organization and a team that supports your individual growth, appreciates your input, and actively seeks creativity. Your ideas for new ways of doing things, improved partnerships with faculty and team members, and ways to work smarter will be embraced. Your stellar strategic skills and growth mindset will make you a valuable and respected member of our team. I look forward to hearing from you.

—Payal Shah, Associate Vice President, Principal Gifts

LUCILE PACKARD FOUNDATION FOR CHILDREN'S HEALTH'S COMMITMENT TO DIVERSITY, EQUITY, INCLUSION, AND BELONGING

The Foundation embraces all individuals and celebrates the unique differences each individual brings to the team and community. Its approach to fostering diversity, equity, inclusion, and belonging is rooted in its cultural touchstones and inherent in its work to encourage every employee to bring their best, most authentic self to work and to provide each of them the opportunity to achieve their full potential.

The Foundation envisions a world where race, gender, resources, and other factors do not serve as barriers to attaining optimal health. It recognizes that this vision requires the commitment and actions of everyone.

To support this goal, the Foundation pledges to:

- Conduct itself in a manner that garners trust and respect from others.
- Foster a welcoming and supportive environment for team members and the community.
- Acknowledge and appreciate the dignity, expertise, experiences, and contributions of each other.
- Approach others with an open mind, compassionate heart, actively listening to their perspectives.
- Foster effective teamwork and encourage collaboration amongst the team and constituents.

PRIMARY RESPONSIBILITIES

Principal Gifts Revenue Leadership

The Senior Director of Development, Principal Gifts will

- build and grow relationships to inspire philanthropy from a portfolio of 50+ prospects who have the capacity to give \$10M+ or more;
- build a portfolio from high-capacity individuals, including grateful patient families, with the potential to make transformative investments;
- partner with, coach, and support faculty, physicians, administrators, and senior staff from the hospital and School in cultivating and soliciting prospects;
- proactively collaborate with colleagues and leadership across the Foundation to develop effective and coordinated strategies for each donor;
- ensure each gift is well-stewarded to inspire future philanthropy; and
- over time, be a key contributor of revenue on the Principal Gifts team.

Content Expertise & Program Building

The Senior Director of Development, Principal Gifts will

- develop compelling gift opportunities and complex proposals in partnership with faculty and senior leaders and ensure each proposal is appropriately scoped, vetted, well-crafted, and meets the priorities of both the donor and the organization;
- lead content expertise and program building efforts for one or more philanthropic priorities in order to support personal and team wide goals;
- create business plans and budgets for one or more funding priorities to support personal and team wide goals; and
- maintain a current body of knowledge about the Foundation's development priorities and key content areas.

Organizational Leadership & Engagement Strategy

The Senior Director, Principal Gifts Strategy and Operations will

- initiate and oversee Foundation-wide strategic events for cultivation, stewardship, and solicitations to advance principal gifts;
- engage principal gift donors and Foundation and hospital Board members, as appropriate, so that they can support the team's qualification, cultivation, and solicitation efforts;
- manage one or more individuals based on the team needs; and
- lead team/foundation wide projects based on team needs.

LEADERSHIP

Payal Shah

Associate Vice President, Principal Gifts

Payal Shah serves as Associate Vice President, Principal Gifts and shares management responsibilities on the team and works with donors and faculty on transformational gifts. She has worked in academic medicine and healthcare philanthropy for the last several years at institutions such as Stanford Medicine and UCSF. Prior to that she worked at several diverse non-profits ranging from the San Francisco Opera to the Seattle International Film Festival. Shah has a master's degree in marketing communications from Emerson College in Boston.

Sarah Collins**Vice President, Principal Gifts**

Sarah Collins serves as Vice President, Principal Gifts and is responsible for managing the Principal Gifts team as well as working directly with donors and faculty on gifts of exceptional impact. She has spent her career in healthcare philanthropy and has worked at LPFCH for over 20 years, growing her career with the growth of Lucile Packard Children's Hospital and the pediatric programs of Stanford Medicine. Prior to her role in Principal Gifts, Collins spent eight years on the major gifts team and previously led the annual giving department. She earned a B.A. in Human Biology from Stanford University.

Cynthia Brandt, Ph.D.**Chief Executive Officer and President**

Cynthia Brandt was thrilled to join the Lucile Packard Foundation for Children's Health as President and CEO in 2018. Now she is on a mission—with the outstanding team at the Foundation—to unlock philanthropy to improve health for all kids and moms, in Silicon Valley and around the world. During 20+ years in fundraising and communications, Dr. Brandt has contributed to important missions and great teams as Campaign Director for the Smithsonian Institution, Vice President for Advancement at Mills College, and Associate Dean for External Relations at Stanford University's School of Humanities & Sciences. She is grateful and motivated to give back because others' generosity allowed her to pursue a Ph.D. and M.A. in sociology at Stanford and a B.A. in English and fine arts at Vanderbilt.

EDUCATION AND EXPERIENCE

The Lucile Packard Foundation for Children's Health seeks a Senior Director of Development, Principal Gifts with

- a bachelor's degree and at least 10 years of experience as a frontline major and principal gift fundraiser with progressively responsible fundraising and leadership experience;
- proven success with academic medicine and/or hospital fundraising and comfort raising numerous complex gifts;
- a demonstrated ability to guide, lead, and coach faculty and senior leaders to be effective fundraising partners;
- a demonstrated ability to craft complex proposals in a complex environment with multiple stakeholders;
- deep experience and sophistication working on gifts that created new programs and business plans and required collaboration with institutional partners to deliver results on donor gifts;
- demonstrated success driving strategy and implementation for top level engagement events, stewardship, and/or pipeline development;
- management experience and ability to manage individuals to progress toward goals; and
- experience working behind the scenes on behalf of leaders and faculty and advancing donor cultivation and solicitations.

Competencies the Senior Director of Development, Principal Gifts must possess:

- **Leadership:** Strong and confident communication style, self-motivation, with the proven ability to lead effective change management and achieve results with diverse populations.
- **Collaborative:** Personal and interpersonal skills with the proven ability to collaborate, motivate, engage, and work closely with senior leaders and internal and external stakeholders.
- **Adaptability and flexibility:** Demonstrated openness and receptiveness to new ideas. Possess a high tolerance for ambiguity and shifting priorities in a complex and matrixed work environment.

- **Sound judgment:** Proven ability to make independent decisions, problem solve and operate diplomatically while balancing and meeting multiple organizational needs.
- **Strong organizational skills and a systems-oriented mindset:** Proven ability to meet deadlines, manage multiple priorities, maintain attention to detail, and function effectively in a complex, fast-paced environment.
- **Mission First Mindset:** A commitment to the mission of the Lucile Packard Foundation for Children's Health—to elevate the priority of children's health and increase the quality and accessibility of children's health care through leadership and direct investment.

SALARY AND BENEFITS

The salary range for this position is \$245,000 to \$255,000. The Lucile Packard Foundation for Children's Health offers an excellent employee [benefits package](#).

LOCATION

The Lucile Packard Foundation for Children's Health is in Palo Alto, California. The Senior Director of Development, Principal Gifts is eligible for hybrid work, meaning working in the office or in person when needed and on an average of eight days a month. The Senior Director of Development, Principal Gifts should reside in one of the following ten Bay Area counties: Santa Clara County, San Mateo County, San Francisco County, Alameda County, Contra Costa County, Marin County, Napa County, Sonoma County, Solano County, or Santa Cruz County. The Senior Director must be able to work occasional evenings or weekends and travel as necessary for donor meetings.

Note, the Foundation has a mandatory Covid-19 Vaccination Policy, and all new employees must submit proof of their Covid-19 vaccination and booster vaccine at the time their employment commences. Alternatively, prior to commencing employment, new employees may request approval for accommodation for an exemption to the policy as permitted by law.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of the Lucile Packard Foundation for Children's Health.*** The Foundation encourages applications from candidates that reflect the diversity of the community it serves. Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit: [Senior Director of Development, Principal Gifts, Lucile Packard Foundation for Children's Health](#).

To nominate a candidate, please contact Steven Wallace, stevenwallace@aspenleadershipgroup.com.

All inquiries will be held in confidence.