



## SENIOR MANAGER, MAJOR GIFTS

### ORBIS INTERNATIONAL

Location – Remote



The Aspen Leadership Group is proud to partner with Orbis International in the search for a Senior Manager, Major Gifts.

The Senior Manager, Major Gifts will have ownership of a substantial portfolio of major donors and prospects with the goal of growing revenue so that Orbis International can continue to increase its impact in fighting avoidable blindness. The Senior Manager, Major Gifts will partner with the Director of Development, while working closely with members of the U.S. Development team and liaise with colleagues across different departments at the headquarters office in New York and Orbis offices worldwide.

Orbis International is a non-profit that brings people together to fight avoidable blindness. With its network of partners, it mentors, trains, and inspires local teams to fight blindness in their communities. Orbis believes that no one should live a life of unnecessary blindness, simply because of where they were born. Its mission is to use its amazing network of partners, supporters, staff, and sector leading volunteers to empower local communities with the skills and resources necessary to fight blindness on their own. It works alongside eye teams in communities to provide training and guidance to leave a long-term eye care legacy that will restore vision for generations to come. Orbis builds its networks on trust and commitment and seeks to collaborate with corporate partners, fellow NGOs, and local hospitals. It has made a promise to local eye teams to always strive for excellent, sustainable results that will suit its local partners' needs.

Training and collaboration is at the very heart of everything Orbis does. With the help of its world-leading volunteers, it provides training to all types of healthcare workers – from doctors and nurses in regional hospitals to district leaders and teachers in remote areas. With the help of its amazing partners and supporters Orbis has been a pioneer in the prevention and treatment of blindness for nearly 40 years. It works where the need for eye care is greatest and where it can do the most good. It has conducted training projects in over 92 countries, over 78 with the Flying Eye Hospital, where it works closely with governments and health ministries. It has long-term projects around the world across countries including India, Bangladesh, Nepal, China, Vietnam, Ethiopia, South Africa, Ghana, Zambia, Cameroon, Peru, Mongolia, and Indonesia. Orbis has positively impacted the lives of millions of adults and children enabling them to see the world clearly and reach their full potential.

Orbis strives for excellence in everything it does – from its world leading volunteers to its state-of-the-art Flying Eye Hospital – and only the best training and practices will be passed on. Orbis is guided by its vision to transform lives through the prevention and treatment of blindness. It has high standards for how it achieves this. Orbis is looking to attract inspiring and motivated people to help fight blindness in communities around the world. Experience is vital to any application but over and above this Orbis is looking for individuals who share its values.

## REPORTING RELATIONSHIPS

The Senior Manager, Major Gifts will report to the Director of Development, Kasia Biezychudek. The Senior Manager has the opportunity to provide leadership and support to the Individual Giving Coordinator, responsible for a portfolio of midlevel donors.

## FROM THE DIRECTOR OF DEVELOPMENT

*338 million people around the world live with blindness or severe visual impairment. Most of them don't have to. 70% of their conditions are avoidable. But most don't have access to care. 90% live in low- and middle-income countries where there are too few eye doctors, and the barriers are many. COVID-19 has made the situation more dire.*

*I joined Orbis because we have the opportunity to change this – to rid the world of avoidable blindness and transform countless lives and lifetimes. Saved or restored sight means kids can go to school, adults can earn a living, and people who might otherwise be marginalized, can pursue their dreams. As a mom myself, nothing motivates me more than helping a child live their full potential.*

*I also joined Orbis to be part of a group of people on a mission. The energy, enthusiasm, mutual support, and respect of our development team gives me wings.*

*It is an exciting time to join Orbis because our CEO, Derek Hodkey, is poised to launch our new 5-year strategic plan. As we work to make this plan a reality, we will be leveraging all of our training platforms, engaging our global colleagues – in offices from Addis Ababa to Ulan Bator – and harnessing numerous emerging technologies – like virtual reality simulation – to increase our reach and better evaluate our results.*

*Areas that will make important contributions to organizational growth, and open new opportunities for individual donors, will include programmatic investments in Diversity, Equity, and Inclusion as well as a global commitment to Women and Girls across all of our projects.*

*Orbis Major Donors generously give of their wealth, time, and words of encouragement. Some are doctors who have volunteered their time to share skills and build a global community of support. Some are moved by the power of the Flying Eye Hospital, of Cybersight, our online training platform or the 4:1 economic gain of investing in eye care in the countries where we work.*

*As a key member of the Major Giving team, you will have the opportunity to inform the strategic direction and approach to engaging and inspiring our Major Donors – to help them realize their philanthropic visions, bring them into the Orbis family, and to delight them.*

*You will have the opportunity to deepen already long-standing relationships, build new ones, and contribute to a global campaign. And I hope in doing so, you will be proud of the work we are accomplishing together and have fun in the process!*

–Kasia Biezychudek, Director of Development

## **ORBIS INTERNATIONAL'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION**

Orbis International recognizes and values the intersecting identities people bring to the organization. As a global organization, Orbis welcomes qualified applicants who reflect the five Orbis values of Accountability, Caring, Commitment, Excellence, and Trust. Orbis encourages qualified applicants from diverse backgrounds, cultures, lived experience with their mission, and/or those belonging to communities that have been historically excluded and/or marginalized to apply. Frequently cited statistics show that members of structurally marginalized and/or underrepresented groups apply to jobs only if they meet 100% of the qualifications. Orbis encourages candidates to break that statistic and to apply.

### **PRIMARY RESPONSIBILITIES**

#### **Donor Cultivation and Stewardship**

The Senior Manager, Major Gifts will

- raise revenue based on an annual operating plan through a portfolio of major donors;
- manage a growing portfolio of major donors based throughout the U.S. through a designed stream of cultivation and solicitation activities;
- participate in cultivation events and activities; and
- identify Major Gift prospects from the Direct Marketing base and work to engage them at a deeper level.

#### **Development of New Markets**

The Senior Manager, Major Gifts will

- raise awareness and support for Orbis in new markets with a focus on major gifts;
- design and execute strategies to engage Orbis's current stakeholders as well as new prospects;
- build strong relationships with donors, prospects, and networking partners; and
- garner unrestricted and restricted support while enhancing the Orbis image.

#### **Design and Execution of Fundraising Strategies**

The Senior Manager, Major Gifts will

- be a leader and expert for Orbis's major donor fundraising activities in the Americas region;
- in collaboration with the Director of Development, create and monitor progress against annual strategy, implementation plans, and targeted metric goals;
- design and implement online and offline strategies aimed at recruiting, retaining, and upgrading individual donors as well as enhancing the Orbis image and providing general education to the public; and
- collaborate and oversee proposal process for major donors in a personal portfolio.

#### **Volunteers and Vendors**

The Senior Manager, Major Gifts will

- identify and support volunteers to assist with prospect identification and cultivation; and
- coordinate work with any required outside vendor.

#### **Global Collaboration**

The Senior Manager, Major Gifts will

- collaborate with colleagues on local and global projects and initiatives as appropriate;
- liaise with colleagues in other Orbis fundraising offices to share innovations and best practices and, if needed, provide support; and

- interface with Orbis program colleagues around the world to understand donor demands and Orbis's organizational fundraising needs.

### **Connection**

The Senior Manager, Major Gifts will

- when safe to do so, travel about 40% including domestic travel to engage donors and attending events as a representative of Orbis, as well as the opportunity to travel internationally one to two times per year to visit program sites with high level donors.

### **Team**

The Senior Manager, Major Gifts will

- have the opportunity to provide leadership and support to the Individual Giving Coordinator and oversee activity, ensuring revenue targets from a portfolio of midlevel donors are met; and
- foster a collaborative and enjoyable work environment, giving regular and meaningful performance feedback and supporting professional development.

### **Diversity, Equity and Inclusion**

The Senior Manager, Major Gifts will

- as part of the development team at Orbis, contribute to a team that values inclusivity, innovation, and equity; and
- engage in monthly intentional equity activities to inform and drive conversations around how diversity, equity, and inclusion impact the philanthropy space.

## **LEADERSHIP AND KEY COLLEAGUES**

### **Derek Hodkey**

#### **President and CEO**

With 25 years of experience in health-related fields, Derek Hodkey brings with him a wealth of leadership experience that spans across international development, R&D, life sciences, non-profit as well as in the biotech and pharmaceutical sectors to his role as President and CEO. He joined the Orbis family in September of 2020 from Counterpart International, an INGO that partners with leaders, organizations, and social sector networks to build inclusive, sustainable communities. With his rich expertise in the health space and background leading global teams, Derek helps Orbis continue to push boundaries and transform lives through the treatment and prevention of blindness. Before his role as Counterpart's Chief Operating Officer, a role in which he served for six years, Derek spent eight years at the International AIDS Vaccine Initiative.

As a scientist, Derek began his career at Merck & Co, initially as a chemist, but went on to hold several roles over the next 12 years – including Director, Resource & Research Planning – before moving into a senior management position at Vertex Pharmaceuticals and Cambridge Healthtech Associates Inc. Derek holds an MBA from Fairleigh Dickinson University and a B.S. in Chemistry from the University of Akron.

### **Kristie DeKoker**

#### **Chief Development Officer**

Kristie DeKoker joined Orbis in 2014 and leads the organization's global fundraising and resource development strategy.

Kristie has dedicated her career to making the world a better place by rallying support for programs and initiatives that improve access to life-changing care, especially for children. She believes in working closely and collaboratively with supporters at all levels – corporate partners, institutions and foundations,

government funding agencies, and individual donors – to find the most impactful and meaningful fit for their involvement and help them meet their philanthropic goals.

As Chief Development Officer at Orbis International, Kristie leads the organization's global fundraising strategy across all branch and affiliate offices. She works closely with the OI board, organizational leadership, supporters, volunteers, and the entire Orbis community to mobilize resources to end avoidable blindness around the world. Prior to joining Orbis, Kristie held chief fundraising roles at the Touch Foundation and VillageCare.

In her free time, Kristie enjoys spending time with family and friends, skiing, scuba diving, and cheering on the University of Alabama Crimson Tide football team.

### **Kasia Biezychudek**

#### **Director of Development**

Based in California, as a strategic leader, visionary, and development expert, Kasia Biezychudek is responsible for expanding Orbis's presence on the West Coast and leading the organization's major gifts program in the Americas region. Focusing on key donors and partners, she leads a team of development professionals to create and amplify organizational growth. Kasia works closely with the Chief Development Officer, Orbis Board and committee members, organizational leadership, supporters, volunteers, and the entire Orbis community to inspire and mobilize resources while at the same time providing donors with meaningful engagement and helping them meet their philanthropic goals.

Kasia is passionate about her work at Orbis because she gets to make a direct impact on people's lives. Coming from a diverse background of over 16 years of for-profit and non-profit experience, Kasia is driven by social missions and skilled at relationship building and stakeholder management on an international level. Prior positions include enterprise sales for a mental health technology startup, strategic partnerships at a McKinsey & Company NGO strengthening health systems in sub-Saharan Africa, UNDP facilitating private sector engagement in enterprise solutions to poverty, CFO, and investor. Kasia holds an MBA from Harvard Business School and is fluent in Polish and Spanish.

Her management style encourages her staff to take ownership and make their projects their own, while creating a supportive, collaborative environment.

## **PREFERRED COMPETENCIES AND QUALIFICATIONS**

Orbis International seeks a Senior Manager, Major Gifts with

- a commitment to the mission of Orbis International – to work with its network of partners to mentor, train, and inspire local teams to fight blindness in their communities;
- an ability to thoroughly understand and appreciate Orbis International – its structure and programs, finances and stakeholders;
- a track record of successful donor cultivation and solicitations, with experience closing gifts with significant institutional impact;
- experience working in a non-profit fundraising environment with progressive responsibilities;
- experience working in a metrics-driven environment, establishing fundraising projections, and consistently measuring progress towards goals;
- an ability to build and maintain ongoing relationships;
- excellent interpersonal skills and an ability to work in a collaborative and entrepreneurial environment;
- sensitivity to and an understanding of the diverse socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds present in the global Orbis community;

- a desire and skill to lead and support the development of team members;
- an ability to inspire enthusiasm, partnership, trust, and respect of Orbis's external and internal stakeholders;
- dependability and a desire to support team members;
- a goal-driven and self-directed style of work, with very strong organizational skills, attention to detail, and an ability to effectively prioritize;
- discretion and an ability to maintain confidentiality;
- an ability to work with data to create and drive meaningful change;
- proficiency in MS Office applications and Blackbaud products (Raiser's Edge and Research Point); and
- an ability to contribute productively to the role, team, and shared vision of preventing blindness.

A bachelor's degree is required for this position as is at least five years of relevant work experience.

### **SALARY AND BENEFITS**

Orbis International offers a competitive salary and benefits package.

### **LOCATION**

This is a fully remote opportunity. The Senior Manager may work from a remote location when not travelling for Orbis or meeting with donors. For those who prefer to work in an office setting some or part of the time, Orbis International's New York office has temporary and permanent desk solutions for employees that can accommodate those preferences. Orbis's current policy requires that all staff visiting the New York office must be vaccinated against COVID-19. National and international travel is required.

### **APPLICATION INSTRUCTIONS**

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

[Senior Manager, Major Gifts, Orbis International.](#)

*To nominate a candidate, please contact Patrick Key:*

[patrickkey@aspenleadershipgroup.com.](mailto:patrickkey@aspenleadershipgroup.com)

*All inquiries will be held in confidence.*