

ASPEN • LEADERSHIP • GROUP

DIRECTOR OF ADVANCEMENT KAMEHAMEHA SCHOOLS

Honolulu, Hawai'i

<http://ksbe.edu>



The Aspen Leadership Group is proud to partner with the Kamehameha Schools in the search for a Director of Advancement.

The Director of Advancement will be responsible for developing and implementing strategies for the effective cultivation of relationships between Kamehameha Schools' leaders and community members, government policy makers, philanthropic entities, education partners, and businesses. The Director of Advancement will grow financial and social capital to support attainment of the institution's new vision and provide a central focus of leadership and management for Kamehameha Schools' strategic partnership programs and strategic initiatives. The Director of Advancement will encourage a culture wherein the community acknowledges a shared role as developer and benefactor to help shoulder its founder's vision and mission.

Kamehameha Schools (KS) is a private charitable educational trust endowed by the will of Hawaiian Princess Bernice Pauahi Bishop (1831–1884), the great-granddaughter and last direct descendant of the ruling line of King Kamehameha I.

During her lifetime, Princess Pauahi witnessed the rapid decline of the Hawaiian population. With that decline came a challenge to preserve the Hawaiian language and culture she held dear. The princess knew that education would be key to the survival of her people, so in an enduring act of aloha, she left them a precious gift upon her passing—375,000 acres of ancestral land. She instructed the trustees of her estate to use the land to educate her people. Today, her endowment supports an educational system that serves thousands of Hawaiian learners in Hawai'i and worldwide.

The mission of Kamehameha Schools is to improve the capability and well-being of Hawaiians through education. KS achieves its mission by operating an educational system serving over 6,900 students of Hawaiian ancestry at K–12 campuses on O'ahu, Maui, and Hawai'i island, and at 30 preschool sites statewide.

KS extends its educational reach into the community to serve over 40,000 additional learners annually through a range of programs and community collaborations. These efforts include community charter school support and literacy enhancement programs for public school children, making KS one of the largest private contributors to Hawai'i's public school system. KS' educational outreach also includes preschool, K–12, and post-high scholarships enabling Hawaiian learners to attend educational institutions outside of the KS system.

REPORTING RELATIONSHIPS

The Director of Advancement will report to the Chief Executive Officer.

KAMEHAMEHA SCHOOLS STRATEGIC PLAN AND VISION SP2020/V2040

SP2020 is a five-year strategic plan that will guide Kamehameha Schools from 2015 to 2020. The plan marks a starting point toward Vision 2040, which envisions success for all Native Hawaiian learners. This initial strategic plan is the first in a series of five-year plans that outline how Kamehameha Schools will accomplish its vision for a thriving lāhui (the Native Hawaiian people).

Within a generation of twenty-five years, Kamehameha Schools sees a thriving lāhui where learners achieve postsecondary educational success, enabling good life and career choices. KS also envisions that its learners will be grounded in Christian and Hawaiian values and will be leaders who contribute to their communities, both locally and globally.

Learn more about Kamehameha Schools' SP2020 and V2040 here: <http://www.ksbe.edu/sp2020/>

PRIMARY RESPONSIBILITIES

Leadership and Management

The Director of Advancement will

- be responsible for the design, development, and operational oversight of KS' Advancement Office;
- play a central role in facilitating early stage growth of key relationships, especially in developing a pipeline of partners to advance KS' strategic plan and achieve organizational metrics;
- lead, manage, mentor, and motivate team members to higher levels of performance through clear expectations, development, creative problem solving, prioritizing, and effective delegation;
- work closely with the KS executive team, Board of Trustees, and internal groups (e.g., Community Investing, Legal, and Communications) to align the partnership strategy; and
- facilitate cross-functional information and alignment to ensure KS teams are informed, aligned strategically, and effectively integrated for optimal tactical execution including supporting KS leaders with capacity building in the advancement arena.

Financial and Social Capital Generation

The Director of Advancement will

- identify, cultivate, and coach owners of strategic institutional partnerships with apex organizations to enable attainment of KS' strategic plan and vision;
- manage all aspects of the capital generation cycle, including prospect identification/qualification, matching constituent needs to KS' value proposition, generating proposals, negotiating and closing contracts/agreements, and managing fulfillment of agreements;
- influence executive level constituents, close new partnership opportunities and provide holistic advancement solutions through creation and delivery of consultative presentations using industry knowledge, market trends, and innovative solutions;
- professionally and appropriately represent KS in partnership transactions; and
- build and execute on joint partnership plans that drive mutual value.

Constituent Relationships and Engagement

The Director of Advancement will

- drive the development and scaling of strategic alliances to accelerate attainment of KS' strategic plan and 25-year vision;
- cultivate and grow trusted relationships with strategic partner organizations, including senior-level executives and other key individuals and community members to drive mutual commitment to common growth targets;
- enhance and support relationships with external and internal stakeholders at the local, state and national levels; and
- develop, guide, and steward partnerships with accredited, nonprofit institutions of higher education both statewide and nationally.

Decision Support Analytics

The Director of Advancement will

- perform competitive analysis to determine size/breadth of the market, full range of competitors, potential partners and products, comparative positioning and pricing, geographic reach, strategy, and program outcomes/ROI;
- strategically position KS within this marketplace, establishing/refining a financial and social capital generation strategy, structure and goals/timeline;
- track and evaluate partnership performance and constituent satisfaction and identify appropriate ROI and optimization metrics;
- develop and maintain comprehensive organizational knowledge on KS' programs and services, outcomes and impacts, budgets and financial needs, growth strategies and organizational culture to be able to represent KS holistically in partnership discussions; and
- be an expert in all potential funding/income sources, including institutional and federal/state grants.

Influence

The Director of Advancement will

- contribute to KS' advocacy efforts and success through strategic thinking, identifying and conveying best practices, innovative solutions and approaches that advance KS' collective impact strategy;
- represent KS at the high-level meetings and key conferences to support KS' objectives broadly and to share progress on the KS' plan and impact to the lāhui;
- develop and deliver professional presentations to conferences and meetings; and
- represent advancement on internal task forces and cross-departmental projects.

KEY COLLEAGUES



Livingston "Jack" Wong
Chief Executive Officer

Livingston "Jack" Wong is the chief executive officer for Kamehameha Schools. Wong joined Kamehameha Schools in 1997, first serving as senior counsel from 1997–2000, then as director of the Endowment Legal Division from 2000–2013.

He began his legal career at Morrison and Foerster in Los Angeles, California, and then returned to Hawai'i to practice law at Bendet, Fidell, Sakai and Lee. Prior to joining Kamehameha Schools, Wong represented international, national and local businesses, financial institutions and landowners, in the areas of real estate, finance, and business associations. Wong also previously served as an adjunct professor at Hawai'i Pacific University, teaching courses in business law.

Wong is a graduate of Punahou School, and received his undergraduate degree in economics from UCLA, receiving the school's Outstanding Economics Undergraduate Award, and his law degree from the UCLA School of Law. Wong is licensed to practice law in Hawai'i and California. He is the past chair of the Real Property and Financial Services Section of the Hawai'i State Bar Association and is currently the vice-chair of the Hawai'i Council on Economic Education.



Lauren S. Nahme

Vice President of Strategy & Innovation

Lauren Nahme was named vice president of Strategy & Innovation for Kamehameha Schools in April 2015. Nahme's primary responsibility is to ensure the successful implementation of KS' Strategic Plan 2020. The plan envisions KS and its community collaborators working together to have a greater collective impact on Native Hawaiian learners. She and her team are charged to monitor progress of the plan, and provide research and reporting support.

They are responsible to provide a strategically aligned process and support for innovation, incubation and implementation support for the enterprise.

Since January of 2010, Nahme has served Kamehameha as director of Strategic Planning and Implementation providing direct support to the chief executive officer on strategic planning efforts. Nahme began her KS career in 2006, serving for four years as the organization's controller, responsible for financial and investment reporting, accounting operations, procurement and budget. Prior to joining Kamehameha, she was chief financial officer for the Hawaii State Federal Credit Union.

Nahme holds a bachelor's degree in business administration from the University of Hawai'i at Mānoa. In addition to spending time with her husband and three children, Nahme dedicates herself to several community organizations. They include Touch-A-Heart—which funds training programs for disadvantaged adults and youth, and Lei Ho'olaha Community Development Financial Institution—which supports community organizations and charter schools.



Kevin N. Cockett

Vice President of Communications and Chief Communications Officer

Kevin Cockett has served as vice president of Communications and chief communications officer since June 2015. Kamehameha's Communication Group manages the organization's public relations, advertising, media, creative services, internal communications and government and community relations departments.

A 1984 graduate of Kamehameha Schools, Cockett is a 23-year veteran of the communications profession with management experience at the national and local levels in both corporate and agency settings. Beginning in 2011, he ran his own communications company—Cockett Communications, Inc.—with clients such as the Office of Hawaiian Affairs and the Native Hawaiian Legal Corporation. Cockett has also served as a vice president and senior vice president of the Media/Corporate Communications Group of Communications Pacific Inc., and is a former public relations manager for Best Buy, Inc., located in Richfield, Minn.

Cockett carries an MBA in marketing and strategic management from the University of Minnesota's Carlson School of Management and a bachelor's degree in journalism from the University of Minnesota. He is a board member of Abilities Unlimited, the Historic Hawai'i Foundation, and the Pauahi Foundation; a member of the Native Hawaiian Chamber of Commerce; and a youth ministry group leader at Unified Church in Pālolo.



Kā'eo Duarte, Ph.D.

Vice President of Community Engagement and Resources

Kā'eo Duarte was named vice president of Community Engagement and Resources in April 2015. He oversees the new operating group that emerged as a result of Kamehameha's Strategic Plan 2020. The Community Engagement and Resources Group involves engaging people and place. The group serves as the nexus of KS' programs, services and lands with the systems and communities the organization seeks to interact with and elevate.

The creation of this team demonstrates Kamehameha's commitment to a community-based approach to serving the lāhui. The approach involves listening, collaborating, designing and implementing educational and well-being strategies that better address the specific needs of individual communities. Duarte's group oversees KS resources in nine regions statewide, including more than 360,000 acres of agricultural and conservation lands, community resource centers, and sustainability initiatives.

Prior to being named VP, Duarte served as KS' senior director for its West Hawai'i Region. He oversaw endowment and educational programs in the region in an effort to unify and elevate people, programs, and land assets for more effectiveness and impact in the region. Prior to that, he served as West Hawai'i director of Strategic Initiatives, and led regional transition efforts for KS in West Hawai'i, which spanned both educational and endowment aspects of strategy, management and operations. From 2009 to 2013, Duarte was KS' regional asset manager on Hawai'i island. He joined Kamehameha in 2004 as a water resources manager.

Duarte hails from the ahupua'a of Holualoa, Kona, on Hawai'i island. He holds a Bachelor of Science of Engineering in civil engineering from Princeton University, and a Master of Science as well as a doctorate in environmental engineering from the Massachusetts Institute of Technology.



Pono Ma'a

Interim Executive Director

Pono brings more than 12 years of experience in planning and implementing community-driven programs and initiatives. Since 2011, he served as the director of Kamehameha Schools' seven resource centers located across the islands. Pono's responsibilities included managing the statewide support for the school's educational programs and service units through the resource centers, as well as coordinating and maintaining partnerships with community members and business groups.

His prior work experience includes an eight-year stint, beginning in 2003, serving as the admissions manager for Kamehameha Schools Kapālama. In addition, Pono, a former standout volleyball player for the University of Hawai'i's men's team, is a former director and head coach of the KS Kapālama's boy's volleyball program. A 1982 graduate of Kamehameha Schools, Pono carries a bachelor's in communications from the University of Hawai'i at Mānoa.



Bran-Dee Torres

Donor Relations and Development Manager

Bran-Dee is responsible for planning and managing fundraising programs and partnerships with Kamehameha Schools' alumni, faculty, staff, students, and parents, as well as the general public.

Bran-Dee's past experience includes work at Santa Clara University as the Assistant Development Director and at The Harker School as the Director of Annual Giving. Bran-Dee received her bachelor's degree in business marketing from Santa Clara University.

CANDIDATE QUALIFICATIONS AND QUALITIES

The ideal candidate for the position of Director of Advancement will have

- a track record of successful large partnerships that yield measurable positive ROI;
- a track record of successfully securing gifts, with the confidence to make asks and close deals;
- experience performing detailed analyses of complex data and situations and financial analyses;
- experience building strong, long-lasting relationships with C-level executives and key leaders in Fortune 500 companies or equivalent and/or philanthropic entities;
- an ability to communicate and work effectively with senior staff, board members, outside organizations, and community partners;
- demonstrated ability to authentically engage with a diverse range of people on a broad range of topics;
- diplomacy and social confidence;
- superior ability to create and deliver influential C-level communications with clarity, confidence and enthusiasm including written and verbal communication, and careful listening;
- excellent interpersonal and management skills to effectively work with personnel at various levels in the organization and as an equal member of a cross-functional team;
- an ability to analyze and conceptualize, and to work independently across various groups/divisions with a high degree of accuracy and with highly confidential information;
- a temperament needed to thrive in a collaborative and innovative environment and an ability to adapt effectively to a rapidly changing environment;
- entrepreneurial thinking: relentless, optimistic, enthusiastic, and personally genuine with a passion for bringing new ideas to life;
- self-motivation, be detailed oriented, and a strategic thinker;
- strong consultative and analytical capabilities, be a data driven decision maker;
- superior ability to remain flexible and multitask;
- comfort taking ownership of projects;
- exceptional organizational skills to prioritize and execute on complex, multiple, simultaneous projects, and meet established deadlines;
- an ability to travel up to 60%; and
- technical skills including MS office suite.

Preferred qualifications include

- an understanding of KS' approach and mission;
- previous experience working in an indigenous, education or nonprofit setting; and
- knowledge of Hawaiian culture, history and/or language.
- Hawaiian Cultural Commitment
 - Demonstrated commitment to an improved, high-quality education system for Native Hawaiian learners.
 - Must be able to understand and support the importance of revitalizing and promoting Hawaiian cultural vibrancy in achieving KS' mission and KS' commitment to Hawaiian cultural vibrancy among its leadership, staff, and learners system-wide.
 - Appreciation for Native Hawaiian culture and language perpetuation.

A Bachelor's Degree or higher is required for this position as is 7 or more years of business development/partnership building experience and progressive management experience with 5 or more years in a professional fund-raising environment including successfully identifying prospects, driving capital generation, generating proposals, and negotiating and closing complex agreements.

Any equivalent combination of education and experience may substitute for the educational qualifications listed above.

SALARY & BENEFITS

Kamehameha Schools offers a competitive benefits and compensation package.

LOCATION

This position is located in Honolulu, Hawai'i.

APPLICATION DEADLINE

Before sending your résumé for this position, please read it over for accuracy. Review of applications will begin immediately and continue until the successful candidate has been selected.

To nominate a candidate, contact Anne Johnson: annejohnson@aspenleadershipgroup.com.

All inquiries will be held in confidence.