

# ASPEN • LEADERSHIP • GROUP

**DEVELOPMENT DIRECTOR  
THE LEAKEY FOUNDATION  
San Francisco, California**

<http://leakeyfoundation.org>



The Aspen Leadership Group is proud to partner with The Leakey Foundation in the search for a Development Director.

The Leakey Foundation is evolving, with increased operational activities led by its Board President Camilla Smith. With the assistance and guidance of the incoming Development Director, it plans to launch a three to five year campaign to seize the momentum of its new leadership with the goal of laying the foundation for a sustained organization to excel for an additional fifty years. The Development Director will play a major role in shaping the future of The Leakey Foundation. This is a chance for a talented, high-energy development professional to help the Foundation realize its goals.

The Leakey Foundation's \$1.7 million annual budget is supported by gifts primarily from individuals and an endowment draw. The Development Director will focus on growing the Foundation's small portfolio of major donors and will develop and execute a comprehensive plan for fundraising including devising strategies to identify prospective major donors, cultivating new supporters, and increasing major giving from current donors.

In order to achieve the Foundation's ambitious plan for growth, the Foundation is committed to ensuring that all fundraising activities always embody best practices; build on already strong branding and communications; refine the infrastructure to enable the best frontline fundraising including a functional database; and provide superior stewardship in fundraising initiatives.

For almost 50 years, The Leakey Foundation has advanced human origins research and offered educational opportunities that cultivate a deeper, collective understanding of what it means to be human. Its mission is to provide venture capital for scientists through research grants and scholarships, and then share their groundbreaking discoveries through its storytelling podcast, dynamic website, and engaging lecture programs.

The Leakey Foundation is based in San Francisco, California, and it is the only American funding organization wholly committed to human origins research and education throughout the world. The Leakey Foundation promotes a multidisciplinary approach to exploring human origins. It awards more than \$800,000 annually in field and laboratory grants for vital new research and long-term projects. It gives special encouragement to early career scientists asking new questions and seeking innovative ways to answer these questions about human evolution. Like venture capitalists, The Leakey Foundation understands that the greatest rewards come from taking the greatest risks.

The Leakey Foundation has launched the careers of luminaries including Jane Goodall, Dian Fossey, and Don Johanson, while also funding major discoveries in the fields of primatology and paleoanthropology. Featured on the front pages of international newspapers, popular magazines, and respected science journals, the Foundation's research has included the discovery of the famous fossil "Lucy" in Ethiopia; one of the earliest human ancestors in Israel; and one of the oldest primates in an underwater cave in South America.

There is no more interesting question than "What is it to be human?" The Leakey Foundation is on the cutting edge of answering that question. For that reason, The Leakey Foundation is an exciting place to work.

## **REPORTING RELATIONSHIPS**

The Development Director reports to the Executive Director.

## **PRINCIPAL OPPORTUNITIES**

The timing has never been better for The Leakey Foundation to realize its fundraising potential. Several factors have come into alignment that make our chances for success likely.

- Camilla Smith is the Foundation's newest Board President. She is a motivated leader who understands the importance of a robust fundraising strategy, with the need to allocate resources to raise money. A Development Director will have Camilla as a strong ally, as we shepherd the Foundation into an era of professional fundraising and sustained fundraising growth.
- Sharal Camisa has 14 years of historical knowledge with the Foundation. She is able to provide the Development Director insights into the Foundation's past forays into fundraising, the current fundraising base, as well as creative ideas for fundraising opportunities.
- The Foundation's mission is compelling to many people especially considering the current political environment. Scientific research and education are currently at a critical junction. Even in light of tremendous advances made in research, funding for evolutionary research faces challenges that stem from philosophical differences. And at a time when it's more important than ever to have an informed citizenry, scientific literacy among Americans is on the decline.

The Foundation will celebrate its 50th Anniversary beginning April 2018 through April 2019. The Foundation is the only United States institution solely focused on human evolution research and education. Since 1968, The Leakey Foundation has been on the frontline in the effort to promote scientific understanding by supporting rigorous scientific investigation and then sharing those discoveries with the public. The Foundation has already created exciting and compelling messaging/marketing concepts to promote during the anniversary, highlighting our impact on scientific research, education, and the hopes for our future.

The Development Director has the opportunity to flex their skill set in a variety of fundraising activities, including: the development of a long term fundraising strategy, analytical reviews of current fundraising practices, major donor cultivation and solicitation, analytics review of Raisers Edge database, and the development of foundation and corporate opportunities. This individual will have the opportunity to be a real leader for this organization, creatively developing a fundraising program from the ground-up. This fundraising framework will be a great legacy for this individual, as we are set to launch into our next fifty years of important mission related work.

## **PRIMARY RESPONSIBILITIES**

The Development Director will

- assist in developing and implementing the overall fundraising strategy for growth, with an emphasis on soliciting gifts of five and six figures and higher;
- coordinate with the Executive Director on major donor identification, cultivation, solicitation, and stewardship for annual, planned, and endowment giving;
- conduct or review research on prospective donors including individuals and foundations;
- assist with the Foundation's planned giving program, the H.O.P.E. Society (Human Origins Patron Emeritus Society) focusing on bequests;
- develop and implement the annual development work plan, time-lines, and budgets, including establishing benchmarks and evaluating progress toward stated goals;
- collaborate closely with Foundation staff to develop materials that support fundraising including brochures, website/social media content, and annual report;
- prepare quarterly status reports of funding actions and provide to leadership; and

- provide donor fundraising guidance, including about giving trends, with support to the President, Executive Director, and Board members.

## KEY COLLEAGUES



**Sharal Camisa**  
**Executive Director**

Sharal Camisa has a diverse professional background in management, development/sales, and program planning across the nonprofit, civic, and corporate sectors. She joined The Leakey Foundation in 2004 and became the Foundation's Director in 2006. Ms. Camisa's path to becoming Executive Director included working in many different foundational roles including administrative, fundraising and outreach, which has prepared her to manage an organization with dual mission objectives, scientific research and educational

outreach.

During her tenure as Executive Director, she has maintained strong fiscal management with non-profit efficiency averaging 79%. Last year, Ms. Camisa successfully raised over \$1,000,000 in one fiscal year, a Foundation achievement not seen since 1975. She was the driving force in creating a formal archive of Foundation collections, and the Foundation's newest educational tool, the *Origin Stories* podcast. Ms. Camisa enjoys imagining innovative projects to expand the Foundation's reach and she looks forward to stewarding the Foundation into its 50th year which will be celebrated April 2018-April 2019.



**Meredith Johnson**  
**Communications Manager**

As Communications Manager for The Leakey Foundation, Meredith Johnson plans, manages, and executes the Foundation's communications strategies and works to increase public understanding of human evolution. In her two years as Communications Manager she has increased The Leakey Foundation's social media audience and engagement levels across all channels. (This year, the Foundation had a 63% growth in its Facebook audience, a 25% increase in email subscribers, and a 4% increase in Twitter following which is now 187,797 people. Other social media statistics: 7,045 followers on Facebook, 434 followers on Instagram, 1,563 subscribers on YouTube, and 3,219 email subscribers.)

Ms. Johnson develops, hosts, and produces *Origin Stories*, The Leakey Foundation's science podcast about human evolution and behavior. The podcast launched in April 2015 and has been listened to 145,450 times. After its inaugural year, it was a finalist in the 2016 Science Media Awards presented by the Jackson Hole Wildlife Film Festival. It was nominated for excellence in science storytelling alongside NPR's *Invisibilia*, *Science Friday*, and *Signal Podcast*.



**Paddy Moore**  
**Grants Officer**

Ms. Moore has been The Leakey Foundation Grants Officer since 2005. In her role, she administers and develops long-range planning for all aspects of the granting program including the application and review process, the communication of award decisions, grant compliance, and the management of the applicant and reviewer databases.

Prior to joining the Foundation she taught Anthropology at the College of Marin and Santa Rosa Junior College. She graduated from San Francisco State University with a M.A. in Anthropology, received her B.A in Anthropology from the University of California, Berkeley, and an Associate of Arts degree from the College of Marin. Her first career was as a registered nurse after graduating Mt. Zion School of Nursing in San Francisco. She is a Trustee of the African Orphans Foundation.



**Camilla Smith**  
**President of the Board of Trustees**

Camilla Smith's main focus is education. She is particularly interested in education through libraries, public media, and schools. Science and music education are especially important areas for her. Professionally, she is a writer and editor of manuscripts, newsletters, and magazines.

Camilla Smith is president of The Leakey Foundation and is a member of the Science Visiting Council of WGBH/NOVA, and the Stone Age Institute Advisory Board at Indiana University. She is a trustee of Columbia University Teacher's College, KQED Public Radio and Television, National Public Radio Foundation, San Francisco Conservatory of Music, the San Francisco State University Foundation, Science Friday Initiative, the Interfaith Center at the Presidio, and she is on the Library Board at UC Berkeley.

Mrs. Smith attended the University of Grenoble, France, graduated with High Honors with a BA from Brigham Young University and earned her MA in English from Columbia Teachers College. Camilla and her husband George Smith are parents of five grown children and grandparents of 12 who live in San Francisco and Chicago.

### **CANDIDATE QUALIFICATIONS AND QUALITIES**

The successful candidate for the position of Development Director will have

- commitment to science, education, and the mission of The Leakey Foundation;
- interest or experience with fundraising strategies through social media and other emerging technologies;
- experience soliciting foundations for grants;
- willingness and ability to travel to meet with donors and funders as needed, including occasional nights and weekends for fundraising events;
- Raiser's Edge experience as well as knowledge with prospect research tools;
- outstanding verbal and written communication;
- understanding of program budgets and financial projections;
- ability to work independently with minimal oversight and on deadline; and
- excellent time-management and prioritization skills.

A bachelor's degree is required for this position as are five-years of individual giving experience in a nonprofit fundraising environment with experience in major giving, planned gifts, and endowment gifts.

### **SALARY & BENEFITS**

The Leakey Foundation offers a flexible work schedule and a competitive benefits package.

### **LOCATION**

The Leakey Foundation is based in San Francisco, California. Applications from individuals living near cities where the Foundation has significant involvement, including the San Francisco Bay Area, Chicago, Houston, and New York City will be considered.

### 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, please contact Anne Johnson: [annejohnson@aspenleadershipgroup.com](mailto:annejohnson@aspenleadershipgroup.com).

*All inquiries will be held in confidence.*

*The Leakey Foundation is an equal opportunity employer and does not discriminate on the basis of race, age, sex, religion, national origin, disability, sexual orientation, or in any other way prohibited by state and federal law.*

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