



POSITION SPECIFICATION

# DIRECTOR OF MAJOR GIFTS

## Girl Scouts of Northern California

Alameda, CA

### **Leadership Search Partners**

is a search firm focused exclusively on the nonprofit sector. As a division of Brakeley Briscoe, Inc. (BBI), the San Francisco Bay Area-based firm works with local, national, and international nonprofits to help them hire exceptional senior-level leaders.

### **Scott Staub, ACFRE, Managing Director**

is leading this search assignment. Inquiries may be made, in confidence, to Scott Staub at [scott@leadershipsearch.com](mailto:scott@leadershipsearch.com)



**TITLE:** Director of Major Gifts

**ORGANIZATION:** Girl Scouts of Northern California

**LOCATION:** Alameda, CA

**REPORTS TO:** Lillian Samuel, Chief Development Officer

### **MISSION**

Girl Scouts builds girls of courage, confidence, and character, who make the world a better place.

### **ABOUT THE ORGANIZATION**

Offering much more than cookies, camping, and crafts, Girl Scouting today gives girls access to the resources they need to become effective leaders and valuable contributors to their communities. Reflecting the changing needs of our society, a priority for Girl Scouts today is the promotion of leadership and educational opportunities for all girls through four key focus areas: increased involvement in science, technology, engineering, and math (STEM), environmental stewardship, and outdoor activities, strengthening financial literacy and entrepreneurial skills, and promoting safe and healthy living.

To support these priorities, Girl Scouts of Northern California (GSNorCal) provides an array of educational opportunities through traditional pathways such as summer camps and K-12 troops, together with community based programs that bring Girl Scouting to communities where volunteer-led troops may not be available. GSNorCal's staff-led programs help fill gaps in the educational, developmental, and social needs of almost 3,000 low-income, high-need girls each year.

Founded in 1912, Girl Scouts of the USA (GSUSA) is the preeminent organization for girls in the nation, serving 2.6 million members in the United States and its territories. Girl Scouts of Northern California (GSNorCal), an independent 501 (c)(3) nonprofit chartered by GSUSA, serves over 41,000 girls in 19 counties from Gilroy to the Oregon border. For over 100 years GSUSA has empowered girls of all descriptions, colors, and abilities by creating a safe space for them to grow and thrive through leadership development programs. Girl Scouts is open to all girls ages 5-18.

Promoting diversity and inclusiveness in its membership, GSNorCal is more reflective of California's diverse population than ever before. With decades of quality program experience, funding, and support, and recently honored with a 2016 STEM Innovation Award from the Silicon Valley Education Foundation, GSNorCal is well positioned to deliver innovative and engaging STEM and leadership programming to girls in Northern California.



### **ABOUT THE OPPORTUNITY**

Reporting to the Chief Development Officer, the Director of Major Gifts is responsible for the implementation and management of the major gifts program throughout Girl Scouts of Northern California service area. The Director of Major Gifts will work with board members, volunteers and other community leaders, as well as a team of other development professionals to accomplish these urgent goals.

### **Responsibilities**

The ideal candidate will be a seasoned development professional with an entrepreneurial and donor centered spirit. S/he will thrive in an ever-challenging environment while never losing sight of the mission of ensuring that girls throughout Northern California have opportunities for leadership and education that help build character, courage, and confidence.

#### Areas of Accountability:

- Develop, refine and implement the strategy for fundraising that maximizes potential giving
- Partner with leaders across the organization in order to deliver effective strategies for donors
- Manage an active portfolio of major gift donors and prospects
- Partner effectively with colleagues to ensure that every donor has an optimal level of interaction with GSNorCal volunteers, leadership and program staff
- Prepare information and progress for presentation and accountability
- Manage the Development Coordinator of Individual Gifts
- Adhere to the highest ethical standards and fundraising best practices, reflect optimistic and positive attitude, and convey sensitivity to the needs of donors

### **Professional Experience/Qualifications**

#### Experience:

- Minimum of five years fundraising experience including managing successful programs in individual gifts, major gifts, or equivalent similar experience in complex, sophisticated fundraising environments
- Minimum of one year managing and supporting professional development staff
- Proven track record of building donor relationships and closing gifts in the five-figure range; experience with six-figure gifts a plus
- Demonstrated successful relationship building/management and networking within the donor/giving communities

#### Skills:

- Demonstrated excellence in writing and public speaking
- Superior interpersonal skills – ability to meet people where they are
- Ability to drive, manage and delegate project work; establish and monitor priorities and



maintain flexibility while meeting deadlines

- Keen attention to detail, with the ability to synthesize and carefully analyze information; follow best practices, trends, and make decisions for GSNorCal's major gift program
- Ability to use development database (Raisers Edge preferred) to analyze data to hone strategies and achieve goals

#### Knowledge:

- Ability to understand and work within a complex organizational structure
- Experience and mastery with organizational strategies for tracking, trending and reporting on major giving strategies, results and networking

#### Personal Characteristics:

- Desire, drive and commitment to be an ambassador for the mission and work of Girl Scouts
- Accessible, friendly

#### Education:

- BA/BS degree
- Certified Fund Raising Executive (CFRE) credential a plus

#### Preferred:

- Knowledge of Northern California philanthropic communities
- Knowledge of Girl Scout philosophy, standards, programs and systems

### COMPENSATION

A competitive compensation and benefits package will be made available to the qualified candidate.

### TO APPLY

Leadership Search Partners is conducting this search on an exclusive basis on behalf of Girl Scouts of Northern California. For immediate consideration, candidates should apply via email by sending a letter outlining qualifications, brief bio and resume as PDF or Word documents to Search Coordinator Chelsea Burr at [Chelsea@leadershipsearch.com](mailto:Chelsea@leadershipsearch.com), with "GSNorCal" in the subject line.

Inquiries may be made, in confidence, to Managing Director Scott Staub at [Scott@leadershipsearch.com](mailto:Scott@leadershipsearch.com).

**GIRL SCOUTS OF NORTHERN CALIFORNIA** is proud to be an equal opportunity employer.

**LEADERSHIP SEARCH PARTNERS** is a search firm focused exclusively on the nonprofit sector. Based in the San Francisco Bay Area, the firm works with local, national, and international nonprofits to help them hire exceptional senior-level leaders. [www.leadershipsearch.com](http://www.leadershipsearch.com)