



POSITION SPECIFICATION

VICE PRESIDENT OF DEVELOPMENT

HealthRIGHT 360

San Francisco, CA

Leadership Search Partners

is a search firm focused exclusively on the nonprofit sector. Based in Berkeley, the firm works with local, national, and international nonprofits to help them hire exceptional senior-level leaders.

Managing Director & Principal Leyna Bernstein

is leading this search assignment. Inquiries may be made, in confidence, to Leyna Bernstein at Leyna@leadershipsearch.com.



TITLE: Vice President of Development

ORGANIZATION: HealthRIGHT 360

LOCATION: San Francisco, CA

REPORTS TO: Chief Executive Officer

MISSION

[HealthRIGHT 360](#) gives hope, builds health, and changes lives for people in need. They do this by providing compassionate, integrated care that includes primary medical, mental health, substance use disorder treatment and re-entry services.

ABOUT THE ORGANIZATION

The story of HealthRIGHT 360 begins in the late 1960s, with the founding of Haight Ashbury Free Medical Clinic and Walden House. Responding to the urgent healthcare needs of the thousands of young people flocking to San Francisco during the cultural, social, and political movement known as the Summer of Love, the two pioneering organizations opened their doors to provide primary medical care, substance use disorder treatment, and mental health services to a new and transient community of youth. Over the next forty-plus years, the organizations took root and flourished, providing safety net healthcare treatment to hundreds of thousands of vulnerable and uninsured individuals. These individuals' needs in the resulting decades reflected an even larger societal upheaval than seen in the 1960s, with the effects of the HIV/AIDS virus, increases in the number of Hepatitis C cases, dramatic increases in homelessness, upsurges in opiate, methamphetamine and alcohol addiction, and untreated mental illness.

The merger in 2011 that created HealthRIGHT 360 from these two organizations accomplished the goals of streamlining services to clients and providing an integrated, holistic, and "whole-person" approach to healthcare. In the succeeding five years, six more health-related organizations joined HealthRIGHT 360's Family of Programs, including Asian American Recovery Services, Lyon-Martin Health Services, North County Serenity House, Prototypes, Rock Medicine, Tenderloin Health Services (formerly GLIDE Health), and Women's Recovery Association.

Today, with a budget of over \$100M, HealthRIGHT 360 programs encompass primary medical care, mental health services, substance use disorder treatment, and extensive support resources. Nearly all of the people treated by HealthRIGHT 360 are living below the federal poverty level and receive treatment at no cost.

ABOUT THE OPPORTUNITY

The VP of Development role is a fantastic opportunity for a development professional who is excited about building a development function to meet the needs of an organization with recent



exponential growth. As a member of the senior management team, and in partnership with the CEO, the VP of Development will develop innovative strategies to lead the completion of a \$15M capital campaign to help HealthRIGHT 360 realize its dream to provide an integrated, centralized health center in San Francisco's Mission/Central corridor district, and in so doing, develop a comprehensive platform to increase operations fundraising.

The successful candidate will lead a strong and cohesive marketing, communications and fundraising team, direct efforts to develop a state-wide fundraising plan, enhance HealthRIGHT 360's signature events, and work with an eight-member Foundation Board to develop the organization's ability to increase community support.

Responsibilities

The VP of Development will develop and lead a comprehensive and diversified fund development strategy to sustain and grow its revenue base. S/he will be responsible for directing the capital campaign and all of HealthRIGHT 360's development efforts to raise funds to meet the annual operating budget.

Professional Experience/Qualifications

- **Leadership**
Function as an organizational leader and highly collaborative member of the executive team; serve as an executive team member and partner to the CEO in all matters related to fund development and brand-building
- **Management of the Capital Campaign and Development Planning**
Develop and lead a comprehensive development plan to re-launch a \$15M capital campaign; to increase donor engagement, grow donor support, and strengthen HealthRIGHT 360's development infrastructure
- **Board Development**
Work in close partnership with the CEO, Board Chair, and foundation board members to build the organization's philanthropic capabilities
- **Systems and Infrastructure**
Refine and strengthen fundraising infrastructure to efficiently and effectively support resources for staff, board members, and volunteers engaged in fundraising efforts; work with staff to implement and manage a multi-level donor engagement, solicitation, and stewardship plan for all donors
- **Donor Engagement & Stewardship**
Work with the Director of Advancement to ensure that HealthRIGHT 360 cultivates and maintains a philanthropic culture that encourages wide participation in the engagement, solicitation, and stewardship of individual and institutional donors and organizational partners



- **Marketing & Communications**

Ensure that HealthRIGHT 360 continues to strengthen its visibility and brand recognition with appropriate external audiences; oversee the organization's collateral and social media presence and public face; lead and support efforts to integrate and coordinate external communications and ensure consistency across all externally facing documents and media

- **Staff Management & Development**

Provide overall leadership to the development and communications team; motivate, inspire, manage, and develop staff to new professional heights, enabling them to exceed goals; advise and direct process improvement of fundraising, events and communications

- **Financial Accountability**

Develop and manage fundraising and communications budgets; ensure best practice use of analytics, data, and metrics to track progress and success of fundraising and communications strategies and tactics

Experience

- Seasoned fundraising professional with 10 years of experience in a management role, with experience growing a development department to meet the challenges of rapid growth; proven ability to create and achieve goals of a multi-year, multi-strategy development plan
- Experience in a senior staff management role in a multi-million dollar capital or comprehensive campaign; proven ability to create and maintain a collegial and positive work environment with high morale, professional standards, and productivity
- Ability to implement and manage a multi-level donor engagement, solicitation and stewardship plan; proven skill in moving donors up the ladder of giving; ability to develop strategies and tactics to sustain and increase giving, and cultivate and attract new donors
- Proven ability to serve in role of resource/coach/mentor to board members; close partnership with the Executive Director, the Board Chair, and board members to build the board's capabilities in major donor engagement, solicitation, and stewardship
- Experience in events management and corporate sponsorships; previous organizational responsibility for the success of special or cultivation events

Skills

- Ability to work collaboratively with the CEO, management team and key members of the Board of Directors
- Demonstrated ability to think strategically and develop actionable work plans



- Effective communicator; persuasive written and verbal communications
- Open, supportive, and encouraging leadership style
- Demonstrate and communicate a passion for the mission of the organization
- Maintain a strong team spirit and healthy working environment within the department
- Ability to manage marketing and communications functions
- Keen understanding of branding; oversight of collateral and social media presence and other external communications

Personal Characteristics

- Passion for the mission of HealthRIGHT 360

Education

- Bachelor's degree is required

Preferred

- Experience with San Francisco-based donors
- An advanced degree is preferred

COMPENSATION

A highly 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 HealthRIGHT 360. For immediate consideration, candidates should apply via email by sending a letter outlining qualifications, brief bio and resume as PDF or Word documents to Client Services Manager Julia Moon at Julia@leadershipsearch.com, with "HealthRIGHT-VP of Dev" in the subject line.

Inquiries may be made, in confidence, to Search Consultant Leyna Bernstein at Leyna@leadershipsearch.com.

HEALTHRIGHT 360 provides equal employment and advancement opportunities to all individuals. Employment decisions at HealthRIGHT 360 are based on merit, qualifications, and abilities. Except where required or permitted by law, employment decisions will not be based on an individual's race, color, religion, gender, national origin, age, disability, ancestry, medical condition, marital status, veteran status, citizenship status, sexual orientation, gender identity, genetic information, or any other protected status of an individual or that individual's associates or relatives. In addition, HealthRIGHT 360 provides to its employees' domestic partners the same benefits it provides to employees' spouses, with the exception of certain statutory benefits controlled by federal law.



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