



POSITION SPECIFICATION

DIRECTOR OF MAJOR GIFTS

Planned Parenthood Mar Monte

San Jose, CA

Leadership Search Partners

is a search firm focused exclusively on the nonprofit sector. As a new 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.

Senior Consultant & Principal Heather Merriam

is leading this search assignment. Inquiries may be made, in confidence, to Heather Merriam at heather@leadershipsearch.com.



TITLE: Director of Major Gifts

ORGANIZATION: Planned Parenthood Mar Monte

LOCATION: San Jose, CA

REPORTS TO: Patricia Williams, Chief Development Officer

MISSION

The mission of [Planned Parenthood Mar Monte](#) is to ensure that every individual has the knowledge, opportunity, and freedom to make every child a wanted child and every family a healthy family.

ABOUT THE ORGANIZATION

Planned Parenthood Mar Monte (PPMM) is the largest Planned Parenthood affiliate in the U.S., providing medical and education services to more than 220,000 people annually at over 30 health center locations across central California, including Silicon Valley, the Central Coast and northern Nevada.

PPMM was formed by a series of mergers of Planned Parenthood affiliates and independent health centers during the 1990s. The affiliate's name was chosen to reflect a service area that stretches from the sea (mar) through the mountains (monte).

Health services include birth control, emergency contraception, pregnancy testing, prenatal care, abortion, adult general care, breast and cervical cancer screening, pediatrics and well-baby care as well as testing and treatment for sexually transmitted diseases, HIV testing, and sterilization.

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 Mar Monte's service area. As challenges to reproductive health mount, Planned Parenthood is experiencing explosive growth in number of new donors; as well, many current donors are increasing their support. This position is urgently needed to spearhead the growth of PPMM's organizational capacity. The Director of Major Gifts will work with board members, volunteers and other community leaders, as well as a team of major gift officers and 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 vital health services are maintained for everyone.

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
- Direct the work of the regional team of fundraisers in order to develop and implement local mid-level fundraising programs and donor cultivation opportunities that maximize giving
- 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 PPMM volunteers, leadership and program staff
- Participate in opportunities to engage with leaders and development colleagues across Planned Parenthood via in-person and virtual team meetings and training opportunities
- Prepare information and progress for presentation and accountability
- 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 8 years fundraising experience including managing successful programs in individual gifts, major gifts, or equivalent similar experience in complex, sophisticated fundraising environments
- Minimum of 5 years 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
- Comfortable discussing controversial issues, such as access to abortion, with donors and general public
- 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 PPMM's major gift program



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 PPMM
- Accessible, friendly

Education:

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

Preferred:

- Some travel will be required

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 Planned Parenthood Mar Monte. 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, with "PPMM" in the subject line.

Inquiries may be made, in confidence, to Search Consultant Heather Merriam at Heather@leadershipsearch.com.

PLANNED PARENTHOOD MAR MONTE is proud to be an equal opportunity employer.

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