



HADASSAH, THE WOMEN'S ZIONIST ORGANIZATION OF AMERICA, INC.
CHIEF DEVELOPMENT OFFICER
NEW YORK, NY

"Connecting and empowering Jewish women to effect change."

OPPORTUNITY FOR IMPACT

An organization that began as a small mission to provide emergency care to infants and mothers in pre-state Israel flourished over a century into two world-class medical and research centers in Jerusalem.

Bringing advanced medical care to all, regardless of race, ethnicity or nationality, earned Hadassah a nomination for a Nobel Peace Prize in 2005. Hadassah also contributes its medical and social expertise as a member of the U.N. Economic and Social Council (ECOSOC), as a non-governmental organization (NGO).

Hadassah believes in building a world where Jewish values in action create strong community and an enduring Israel by focusing on connecting and empowering Jewish women to effect change. They've done this for over 100 years and will do it for the next 100!

Hadassah, the Women's Zionist Organization of America, Inc. leadership views the appointment of its next **Chief Development Officer** (CDO) as a unique and compelling opportunity to be a principal architect of the fundraising strategy and operation that drives the organization's mission and programs, building on existing advancement efforts and aggressively pursuing new opportunities for funding and engagement. The organization's leadership is deeply committed to its fundraising success and to new strategies and opportunities for growth.

What began as a "dream" has developed into an international movement with the capacity to shape Jewish life, Jewish communities and global healthcare for years to come.

Come join the Hadassah team and help secure a future of lifesaving and life-affirming work and make medical miracles happen!

"HADASSAH'S BROAD-BASED APPROACH TO HEALTH AND WELLNESS INTEGRATES GROUNDBREAKING RESEARCH AND CARE IN ISRAEL WITH EDUCATION, AWARENESS AND ADVOCACY IN THE US."

HADASSAH MEDICAL ORGANIZATION BY THE NUMBERS

93,129
Hospitalizations

88,651
Same-Day Care Hospitalizations

11,955
Births

150,338
Emergency Room Visits

35,485
Operations

4,243,304
Laboratory Tests

704,046
Examinations in Outpatient Clinics

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BACKGROUND AND MISSION

Hadassah, the Women's Zionist Organization of America, Inc., was founded over a century ago, before Israel was a state, and before women could vote. Since that time, the organization has remained unwavering in its commitment to women's health and well-being, to Israel, and to Jewish values and continuity. But while Hadassah's heritage and mission remain as strong as ever, the role of women and Jewish culture here and in Israel, has evolved over time. The organization, too, has evolved, taking on new challenges and developing new programs.

Hadassah is a **volunteer organization** that inspires a passion for and commitment to its partnership with the land and people of Israel. It enhances the health of people worldwide through its support of medical care and research at the Hadassah Medical Organization in Jerusalem. Hadassah empowers its members and supporters, as well as youth in Israel and America through opportunities for personal growth, education, advocacy and Jewish continuity.

Additional information about Hadassah can be found on the web at <http://www.hadassah.org/>

POSITION

Hadassah, the Women's Zionist Organization of America, Inc. seeks a proven, dynamic and inspiring strategic leader with superior relationship skills and demonstrated success in building capacity and increasing revenue to become its **Chief Development Officer**. The successful candidate must have an authentic passion for the mission, top notch management skills, demonstrated success as an engaging fundraiser and be a highly articulate communicator skilled at making a compelling case for support.

Working in partnership with the President, CEO, Board of Directors, volunteer leaders and the full executive team, the new CDO will build a multi-faceted national strategy and operation, and direct the development team in implementing all related activities. This multi-dimension strategy will increase annual revenue, ensuring that Hadassah's mission and programs will be supported and sustained for future generations.

The Chief Development Officer will build on existing development efforts and thoughtfully and intentionally pursue new opportunities to diversify Hadassah's donor base by promoting Hadassah to new audiences and prospects, by generating interest and support for the organization, and by forging new relationships and leveraging current ones to achieve current annual goals of \$60M, as well as completion of a soon to launch \$25M per year capital campaign commitment over the next 3 years.

The successful CDO will possess exceptional planning and management skills, as well as experience (and commitment to) developing and maintaining productive partnerships with active volunteer leaders, partners and colleagues. Experience in supervising a large development staff, preferably national, is a requirement, as s/he will work in a large environment requiring collaboration with other top level professionals. S/he will possess an intellectual and emotional curiosity and maturity, understanding, and enthusiasm for the work of Hadassah.

Building, developing and managing a development team of 45+ will be a primary responsibility of the CDO in implementing the development plan. S/he must be a skillful staff leader; effective in recruiting and providing inspired collaborative leadership, supervision, mentoring and coaching to a talented team of fundraising professionals including those in regional offices.

The leadership seeks a donor-centric candidate with an entrepreneurial approach who can thrive in a complex environment creating both the development of a strategy **and** the execution of plans simultaneously. The CDO will report to, and work closely with, the CEO and will serve on the Senior Management team. The CDO position is based in Hadassah's New York City headquarters. Development team members are located in New York and Israel, with major gift officers in the field covering the Northeast, Southeast, West, Mid-West, Desert Mountain and South Florida regions.

KEY RESPONSIBILITIES

Leadership, Strategy, Fundraising and Engagement

- Building on Hadassah's successful fundraising strategy to date, work in partnership with the CEO and volunteer leaders to design and implement a sophisticated national strategy that integrates all fundraising tools and that will generate short-term results as well as sustainable long-term growth;
- Develop a strategic and collaborative fundraising program that includes ways to deepen and diversify the funding base; promote Hadassah to new audiences and prospects to generate interest and support for the organization; increase the depth and breadth of private individual and institutional support for restricted and unrestricted purposes;
- Provide strong direction and management for the fundraising team, including the effective and thoughtful managing of systems, processes, and measurements to monitor, project, and guide fundraising results and activities;
- Work closely with the CEO, volunteer leaders and development team to articulate the case for each program's funding priorities, and match those with specific individual and institutional donors' interests to ensure that philanthropy meets targeted needs and goals;
- Collaborating closely with the marketing team on all development-related marketing materials and communications;
- Expand and diversify fundraising integrating successful strategies with the creation of bold new individual giving initiatives; work with team to increase the overall dollars raised in the regions year over year;
- Carefully monitor the costs associated with fundraising; and ensure that internal resources are appropriately utilized.

Talent Management and Team-Building

- Continue to build and lead the refinement and implementation of a highly energized and dynamic group of professionals in a fast passed, complex environment;
- Direct and manage a strong development team of over 45+ professionals including: annual giving and major gift teams, Planned Giving & Estates, Corporate and Foundation Relations, Development Operations and Israel-based development staff;
- Maintain a flexible leadership style that empowers staff through active communication and delegation, and promotes intra- and interdepartmental teamwork;
- Focus on performance measurements, individual coaching and team development; foster an environment of achievement and ensure staff accountability for excellence through clearly defined and measurable goals.

Relationship Management

- Partner with and support the CEO, President, volunteer and Board leaders to ensure their efficiency and effectiveness as the organization’s chief spokespersons and fundraisers;
- Similarly, guide and support key staff and volunteer leadership with respect to cultivation, solicitation and stewardship efforts, and utilize their time and talents appropriately; ensure their effectiveness as spokespersons and fundraisers;
- Provide a high level of support to board members and other high-level volunteers on development-related activities in ways that inspire them to action and strengthen their intellectual and emotional commitment.

Portfolio Management

- In partnership and consultation with the CEO, President and volunteer leaders, maintain a significant portfolio of principal gift donors while facilitating relationships between donors and other members of the executive team, and program leadership. Personally cultivate and solicit high level gifts from a portfolio of current and prospective donors;
- Systematically identify, cultivate, steward and solicit new individual and institutional donors capable of making significant contributions to Hadassah. Educate targeted donors on Hadassah’s mission, programs and projects, and develop specific strategies and tailored cases for support;
- Maintain existing donor relationships and deepen those alliances through regular, relevant communications and stewardship.

QUALIFICATIONS

- An established leader with at least 10-15 years of senior development experience with demonstrable achievements in management, both strategic and operational;
- Proven ability to build, manage, mentor, motivate, and hold accountable to high standards, a diverse results-driven team, located in remote locations, with a commitment to excellence; success in increasing the effectiveness of development staff through established objectives, performance standards and quantifiable benchmarks;
- Expertise in strategic and operational resource development planning (both short and long-term); demonstrated success in executing a broad fundraising strategy that includes gifts from grassroots to principal giving; demonstrated ability and experience building on an existing development program, including individual and institutional philanthropy, in such a way that has been a major step up;
- Creative, innovative, entrepreneurial and strategic inclinations; ability to listen to others and learn from their best ideas;
- Proven ability to personally develop strategies, cultivate, solicit and steward major and institutional donors at significant six- and seven-figure levels. The ability to inspire high-net worth individuals and major foundations to financial leadership;
- Demonstrated experience training and working with executives, senior staff and especially lay leaders in development-related activities, providing them with quality support and intelligence, and increasing their comfort with and success in fundraising;
- A strong work ethic, ability to maintain and model high personal, ethical and professional standards, as well as an outgoing and positive personality. A sense of humor and perspective;

- Strong interpersonal skills with the intellectual and emotional depth, maturity and collaborative team driven nature to partner effectively across the entire organization and externally with Hadassah partners; and flexibility to work in an ever-changing complex work environment;
- A diplomatic problem solver who is able to build consensus and engender cooperation between lay leaders and professionals from the breadth of interests and perspectives in the organization, and to translate ideas and concepts into clear actionable items;
- Excellent attention to detail and responsiveness; able to multi-task; able to organize, prioritize and execute responsibilities in the face of conflicting priorities or unexpected situations with a high level of discretion;
- Strong written and verbal communication skills;
- High standard for quality and productivity, focusing on results;
- Strong presentation skills, with the ability to share a passion for the mission and to inspire individuals and audiences; capable of clearly articulating a case for giving;
- An authentic commitment to the mission and goals of the organization; specifically to the nature of volunteer engagement, participation and leadership;
- Experience with a national fundraising program would be beneficial;
- Familiarity with, and commitment to, national Jewish community structures and institutions; knowledge of Israel;
- Capital campaign experience a plus;
- Willingness to travel nationally and occasionally to Israel.
- Skills and discipline to use donor and contact management systems and other technologies necessary in an international fundraising structure;
- A Bachelor's degree is required; an advanced degree is preferred.

COMPENSATION

An attractive and competitive package, commensurate with level of experience, is available.

FOR MORE INFORMATION, PLEASE CONTACT:

Steven J. Goldberg, *Consultant*

Carmel Napolitano, *Senior Consultant*

DRG – EXECUTIVE SEARCH CONSULTANTS

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TO APPLY:

Please submit a resume and cover letter.

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This position description is based upon materials provided by Hadassah, the Women's Zionist Organization of America, Inc., an equal opportunity employer.