Working to end hunger and poverty in a sustainable way by supporting and investing alongside local farmers and their communities.
Dan West was a farmer from the American Midwest and member of the Church of the Brethren who went to the front lines of the Spanish Civil War as an aid worker. His mission was to provide relief, but he soon discovered the meager single cup of milk rationed to the weary refugees once a day was not enough. And then he had a thought: What if they had not a cup, but a cow?

That “teach a man to fish” philosophy is what drove West to found Heifer International. And now, 75 years later, that philosophy still inspires Heifer’s work to end hunger and poverty throughout the world once and for all.

Today, Heifer works in 21 countries to attain sustainable livelihoods through community-owned interventions and has provided more than 35 million families with the tools and training to lift themselves from poverty. Recognizing the different ways in which each region of the world supports the people who live there, Heifer has developed their 12 Cornerstones for Just and Sustainable Development to serve as the foundation for community growth. By organizing their work into large-scale programs consisting of strategic initiatives that aim to meet the long-term needs of communities in many parts of the globe, Heifer creates deeper impact in the lives of their project partners by improving access to income, education, sanitation, water sources, health care and infrastructure by empowering beneficiaries to reach living incomes, improve nutrition, attain education, provide access to clean water, reach healthcare and improve the infrastructure of their communities and their lives.
Heifer International is seeking a phenomenal major gift fundraiser to serve in the role of Director of Philanthropy, serving donors in Greater Baltimore, Philadelphia and throughout the Mid-Atlantic (i.e. Kentucky, Ohio, West Virginia, Maryland, Washington DC, Delaware, Virginia, and Pennsylvania). The Director of Philanthropy works to cultivate, solicit, steward and retain a qualified portfolio of donors and prospects with the capacity to give six and seven figure leadership level gifts.

Part of a high-performing team currently at 13 and expected to be at 14 by the end of 2020, the Director will possess a strong ability to develop key donor relationships while continuing to grow the portfolio of donors. The successful Director of Philanthropy will understand the intersection of finance, philanthropy, and impact investing and engage donors as active investors in Heifer’s work around the globe.

The Director is a results-oriented, entrepreneurial professional who enjoys high-level, front-line relationship building, solicitation, and strategy development for cultivating high-value relationships. Key responsibilities include crafting strategies to engage donors and prospects and developing highly tailored proposals and engagement opportunities, with strategic responsibility for growing high-profile relationships in the Greater Baltimore area and Greater Philadelphia region/Mid-Atlantic areas.

The Opportunity: Director of Philanthropy, Mid-Atlantic Region

The Director of Philanthropy, Mid-Atlantic region will work remotely from a home office in the Greater Baltimore area or Greater Philadelphia region.
Leadership and Fundraising Management

- Work closely with the Vice President of Philanthropy to determine annual fundraising goals and develop an integrated short- and long-term strategy and plan for philanthropy in the assigned region. This includes the identification and expansion of fundraising opportunities for major gift, planned giving, and family foundation donor audiences.

- Provide leadership and direction for a portfolio of 150–200 major gift donors and additional prospects with the capacity to give five, six, and seven figure gifts, with the goal of increasing funds raised by 10% in year one.

- Ensure that a solid stewardship and acknowledgment process is in place and effective, seeking to meet at least 50% of the donors in person in the first year.

- Partner effectively with Heifer Headquarters and field staff to obtain appropriate program information for donors. Prepare proposals and other fundraising materials.

- Develop a growing knowledge of the work of Heifer with regard to the issues of hunger and poverty, community development, and environmentally sound, sustainable farming practices. Demonstrate conversant knowledge in the mission and programs and be able to articulately respond to donor questions in a timely manner.

- Adhere to ethical fundraising practices as outlined in the Association of Fundraising Professionals Code of Ethical Principles and Standards of Professional Practice.

- Qualify donors newly discovered and from mass market data to maintain an active donor list of 150–200 donors.
Performance Objectives

**Donor and Volunteer Relations**

- Nurture and cultivate long-term partnerships and relationships with current and prospective donors through donor recognition programs and stewardship. Promote donor involvement by encouraging participation in Heifer’s engagement opportunities at Headquarters, in the field and at the Ranch.
- In coordination and collaboration with the Vice President of Philanthropy and other Directors of Philanthropy, work with a Moves Management system to best enhance donor involvement and potential giving.
- Develop, direct, and implement strategies for donor segmentation, including supporting Heifer’s work with donors and supporters in the assigned region.
- Work with Heifer International Foundation staff to identify, cultivate, and close planned gifts.
- Collaborate with regional and national staff to ensure a seamless transition for donors and prospects into major gifts development and develop engagement opportunities to promote priority fundraising objectives. Assist in planning and implementing special events for major donor cultivation.

**Development Operations and Administration**

- Work in concert with other members of the philanthropy team (major gifts and foundation relations) and global partnerships to coordinate prospect identification, assignments, strategies and activities. Collaborate with departments in Marketing & Resource Development Division and Heifer Foundation to maintain and increase the contributions of individuals and family foundations.
- Build and continually enhance an effective donor base and pipeline, including prospect identification, solicitation and stewardship processes. Ensure donors are assigned to the appropriate staff or volunteer solicitor.
- In collaboration with Philanthropy team, ensure all donor files are maintained in the current database, including call notes, correspondence, gift acknowledgements, etc. Track all donor work weekly in established systems and use data to effectively design and monitor development strategy, moves and goals.
- Prepare fundraising financial reports and dashboards as needed, including progress toward financial goals, revenue and expenses related to fundraising.
Heifer International is seeking an exceptional major gift professional with demonstrated success securing six and seven figure leadership gifts on behalf of charitable organizations, preferably in the arena of international and humanitarian efforts. The successful candidate will have a strong commitment to personal and team excellence, excellent interpersonal and communication skills, strong drive to create and strengthen donor relationships, and the ability to work cooperatively and diplomatically with a culturally diverse group of people. Candidates must display improvisation and flexibility in a rapidly changing environment, and a capacity to work under pressure. This position will work remotely from a home office and travel frequently both within their region and, on occasion, nationally, and internationally. The candidate must reside in the Greater Baltimore area or Greater Philadelphia region.

Specific Requirements Include:

- A minimum of five years of progressive experience in fundraising with an emphasis on major gifts. Demonstrated ability in building a robust pipeline of qualified donors through effective research and cultivation strategies.
- Proven fundraising skills, including major donor development with experience in proactive donor cultivation and tailored asks based on donor interests. Ability to prospect, cultivate, and acquire donations from high net worth individuals.
- Demonstrated success in securing resources through grant applications and written proposals. Ability to prepare and present documents and reports in a well-designed, attractive format with impeccable attention to detail.
- Proficiency with Microsoft Office Suite.
- Knowledge of and experience with raising funds within the philanthropic culture of the assigned region.
- Proven interpersonal and communication skills, with the aptitude to relate to individuals and groups diplomatically and tactfully. Constant telephone, face-to-face and electronic communication with colleagues and the public.
- Willingness and capability to work effectively from a home office, as well as travel frequently both within the region and, on occasion, nationally and internationally.
- Commitment to Heifer’s mission, Cornerstones values, and rural development model. Knowledge of the nonprofit sector with awareness of the context in which nonprofit organizations operate.
- Career track record that shows stability with an organization and capacity to develop and nurture relationships culminating in overall success.
- Bachelor’s degree in a related field required; Master’s degree preferred.
How To Apply

This position offers a competitive salary with strong benefits. It is preferred that the Director of Philanthropy for this region live in the Greater Baltimore area or Greater Philadelphia region.

Heifer International is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, gender, gender identity, sexual orientation, age, status as a protected veteran, among other things, or status as a qualified individual with disability.

To assure confidential tracking of all applicants, no applications will be accepted via email. ALL INQUIRIES WILL BE HELD IN STRICT CONFIDENCE.

This search is being managed by Heather Eddy, President & CEO, and Megan DeVoe, Project Manager of KEES. Questions may be addressed to mdevoe@kees2success.com.

About KEES

KEES is a retained executive search and consulting firm that builds transformative teams and leaders. Founded in 2013 as an expansion of Alford Executive Search, KEES partners specifically with nonprofit organizations to provide an array of executive search, leadership development, interim staffing and human resources support. For more information about KEES, please visit www.kees2success.com.