

## Consultant, San Francisco Bay Area

### Position Guide

USE YOUR FUNDRAISING EXPERTISE FOR GOOD.

### Campbell & Company

Campbell & Company is a national consulting firm that serves nonprofit organizations and institutions in all sectors, including education, environment, healthcare, human services, arts and culture, associations and membership organizations, and civic and public affairs. The firm is based in Chicago with regional offices in Los Angeles, Portland, the San Francisco Bay Area, Seattle, and Washington, DC.

We are motivated by a desire to strengthen the nonprofit sector. You can see that commitment reflected in both our work and our personal passions—from mentoring others in the profession and volunteering in the community to serving on national boards. We are driven and willing to do what it takes to get the job done. We have high standards for ourselves and our teams, and we achieve those standards by helping one another do our best work.

We respect and value our colleagues' perspectives, and we see collaboration as an opportunity to learn from one another, support each other's growth, and advance our collective knowledge. Our team-based approach enhances our work and is even built into our company's structure: as an ESOP (Employee Stock Ownership Program), we are 100 percent employee-owned, giving every one of us a vested interest in the success of both our clients and our colleagues.

We are always looking to improve so we can better serve the nonprofit sector. That desire fuels our strategic vision, which charts an ambitious path for national expansion in key regions and vertical sectors across the country. These objectives advance the core services that today's nonprofits need to be successful and support a growing team of professionals who bring passion and dedication to their work every day.

#### MISSION

*To collaborate and innovate with people who change lives through philanthropic vision and action.*

#### VISION

*To be the **partner of choice** for nonprofit organizations, nationally known for providing exceptional and creative service, distinguished by our commitment to our client relationships, and recognized for advancing the nonprofit sector as a whole.*

*To be the **firm of choice** for talented professionals seeking a great place to work where they can be well-supported, challenged, and fulfilled throughout their careers.*

#### VISIT US



## Our Work

Our mission is to collaborate and innovate with people who change lives through philanthropic vision and action. For nearly 40 years, we've worked with organizations at critical points in their growth and development, when our expertise and partnership approach can have a powerful impact. Today, we have four primary service lines: fundraising, including campaign planning and counsel, development assessments,



interim management, and major giving counsel; executive search, which encompasses recruiting and talent acquisition; communications, including case development and

brand messaging; and strategic information services, incorporating analytics, benchmarking, prospect research, database assessments, and reporting. We immerse ourselves in learning each client's culture, constituencies, and challenges, and we work with staff, board members, and other leaders to develop a coherent strategy for achieving the organization's goals.

Our client engagements include work with distinguished organizations, including the San Francisco Opera, University of San Francisco, The Nature Conservancy California (San Francisco, CA), Ronald McDonald House at Stanford (Palo Alto, CA), San Diego Zoo, Alzheimer's Association (Chicago, IL), La Jolla Playhouse, Planned Parenthood of the Pacific Southwest (San Diego, CA), American Heart Association (Dallas, TX), American Red Cross (Washington, DC), World Wildlife Fund (Washington, DC), KPBS Public Broadcasting (San Diego, CA), Smithsonian Institution (Washington, DC), Mount Saint Mary's University (Los Angeles, CA), Marin Country Day School (Corte Madera, CA), and the San Francisco General Hospital Foundation.

Collectively, Campbell & Company consists of 66 staff members, including 39 in Chicago and the Midwest, three based in Washington, D.C., seven on the West Coast, and 16 members from Collins Group, a division of Campbell & Company in the Northwest. Our consultants work in teams to provide the right balance of expertise, experience, and seniority for each client. Over time, each consultant has opportunities to work with and gain knowledge from every other consultant on our staff.

## Consultant, San Francisco Bay Area

The Consultant helps Campbell & Company maintain a regional and national presence by contributing to the success of a variety of client projects. The Consultant works collaboratively as a key member of several client services teams and shares information and experiences as an important part of each engagement. Successful candidates must be dedicated to providing outstanding internal and external client satisfaction and must maintain a high level of professionalism; this includes a commitment to quality and attention to detail with regard to communication, development of written and printed materials, dissemination of resources and

client information, and general client support. The Consultant will report to a Director in Seattle and work closely with the Vice President leading the firm's California practice.

The work of the Consultant involves critical engagement in three core areas:

### **CLIENT SERVICES**

- Contributes to client projects and creates related deliverables, with oversight from senior staff, to achieve overall project goals.
- Serves as project manager for campaign planning studies and contributes to counsel relationships, coordinating between internal teams and the client to ensure timeliness of all deliverables.
- Drives projects across internal consulting staff including fundraising, communications, and strategic information services divisions to ensure successful client engagements; works closely with the strategic information services team to deliver services and integrate their work into larger client engagements.
- Contributes to building strong, trusting partnerships with clients; anticipates client and team needs and ensures client projects and services are high quality.
- Demonstrates strong communication and project management skills and contributes to client and internal teams. Provides the highest level of service both internally and externally by mastering firm methodology and by managing projects collaboratively and effectively with senior consulting staff and associate consultants.
- Establishes professional development goals that help build skill sets and is actively involved with professional association and volunteer opportunities in the nonprofit community to build expertise and networks.



### **FIRM LEADERSHIP**

- Participates actively and regularly in Campbell & Company internal meetings, events, workgroups, and task forces.
- Proactively serves with Senior Consultants and Vice Presidents as internal support for clients while defining his/her own role in a special interest area.
- Demonstrates excellence, remains committed to learning, and responds to firm requests in a timely manner.
- Seeks and shares new knowledge about trends in the field.

### **BUSINESS DEVELOPMENT**

- Provides excellent service and stewardship that retains clients and leads to renewals.

- Contributes to high-quality proposals and helps to develop and occasionally present proposals for services.
- Actively networks with colleagues in the field or as a volunteer with a professional association to help identify new leads and opportunities. Begins to develop an affinity for a particular sector in the Bay Area as part of growth in the firm. Contributes to Campbell & Company thought leadership.

## Qualifications

This opportunity requires residence and experience in the San Francisco Bay Area. The successful candidate must have his/her own reliable transportation. The ideal candidate will bring the following qualifications:

- Minimum five years of fundraising experience demonstrating an upward progression in responsibilities, or a mix of consulting and direct fundraising experience.
- Familiarity with a variety of nonprofit organizations and an understanding of the philanthropic climate.
- Demonstrated project management skills, including the ability to adapt to changing priorities and deadlines from multiple colleagues and clients.
- Exceptional interpersonal and communication skills with individuals and groups of varying size; the ability to write clearly and effectively.
- Exceptional critical thinking skills, solid presence and ability to self-assess and grow as a practice leader. A commitment to professionalism, sensitivity, and integrity.
- Ability to earn the confidence of a wide range of internal and external constituents, including senior consulting staff, client staff, volunteers, donors, and prospects.
- High degree of initiative to collaborate with leaders across the firm, and the energy and ability to work independently.
- Comfort and facility with technology, including donor database knowledge and experience.
- Ability and willingness to work remotely.
- Ability and willingness to travel as needed.
- A bachelor's degree.



## Application

This search is being conducted by Consultant Dan Nevez and Associate Consultant Joey Scheiber, Executive Search. Please direct inquiries, applications and nominations to: [joey.scheiber@campbellcompany.com](mailto:joey.scheiber@campbellcompany.com).

*Campbell & Company is an equal opportunity employer.*