

# DERMATOLOGY FOUNDATION

## Director of Development



### Position Guide

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#### **About the Dermatology Foundation**

*The mission of the Dermatology Foundation is to provide research support that helps develop and retain tomorrow's teachers and researchers in dermatology, enabling advancements in patient care.*



Established over 50 years ago by a group of visionary dermatologists who viewed ongoing research as the keystone of the specialty's future, the Dermatology Foundation is dedicated to fostering the careers of talented young investigators who have the potential to shape the future through their laboratory or clinical research and their teaching expertise. Today, the Foundation is the leading private funding source for skin disease research and career development of physicians and scientists in dermatology. Through their generosity, and countless hours of volunteer time, \$3 million is now allocated annually to fund research. With the Foundation's support, talented physicians and scientists go on to uncover new knowledge in all areas of the specialty. Their innovative, ground-breaking research benefits all dermatologists. It is what strengthens the specialty, and leads to new concepts about skin disease and cutting edge treatments.

#### **The Position**

The Dermatology Foundation (DF) is seeking an exceptional Director of Development to direct its fundraising programs. The Director of Development will work closely with the Executive Director to develop new fundraising opportunities, establish annual goals and develop and implement effective strategies to achieve desired results.

The successful candidate will cultivate relationships with individual donors and oversee the annual giving campaigns to maintain and expand the DF's strong national membership base. S/he will manage and motivate a national network of volunteers while facilitating Board and committee fundraising activities. The Director of Development will be highly professional and a positive, open, and collaborative leader who will build upon the existing base of annual support from members and corporate partners, while creating a major and planned giving program to grow philanthropic revenues and increase the funding of research that supports the profession. S/he will also play a significant role in national events and meetings.

Candidates must have a minimum of five to seven years of development experience with a successful track record in individual fundraising, including annual campaigns. Major gifts and deferred giving experience are a

plus. The selected candidate will be highly motivated, have a strong professional presence and excellent relationship-building skills. Strong management skills, creativity, and a positive and persuasive writing style are necessary to meet the requirements of this position. Candidates must also have a willingness to meet the high standards of the organization and work as a team member in support of the work of the Foundation. A bachelor's degree is required; an advanced degree is preferred.

## Responsibilities

- Develop and implement a comprehensive development plan that will grow annual giving, major gifts, planned giving, corporate support, and foundation grants.
- Identify and build strategic partnerships and networks around emerging funding opportunities.
- Develop and maintain positive, collaborative working relationships with and provide effective stewardship and ongoing communications to the executive team, staff, board, volunteers, donors, and other stakeholders.
- Provide staff support to Board of Directors and manage their solicitation activities. Staff the Board's Annenberg Circle Committee and Leaders Society Committee.
- Prepare proposals, reports and collateral materials for volunteers and the Executive Director.
- Staff cultivation and stewardship events.
- Manage and support the Executive Director's time and portfolio assignments with top donors and prospects to assure timely and productive engagements.
- Create persuasive annual giving communications.
- Manage the development budget.
- Advocate and advance best practices in fundraising on behalf of the Foundation.
- Travel as needed and attend evening and weekend events.

## Major Objectives

Within the first 12 to 18 months, the Director of Development will achieve the following major objectives:

- Establish trust and confidence quickly with the executive team, staff, Board members and volunteers, through capable leadership.
- Create a strategic fundraising plan to expand membership of young dermatologists and achieve long-term, sustainable growth.
- Identify and cultivate an increasing base of volunteers to be *Young Leaders* (dermatologists who made their commitment to Leaders Society membership within five years of completing their residency).
- Continue to build and engage a strong national campaign network of younger volunteer dermatologists

## Qualifications

The ideal candidate will possess most of the following qualifications:

Director of Development

- A minimum of five to seven years of progressively responsible fundraising experience with strong generalist knowledge as well as the ability to cultivate new members and solicit major gifts.
- One to two years management experience preferred. Previous experience with a membership organization is a plus.
- The ability to set strategic direction for a complex development program, monitoring results and ensuring they comply with organizational goals.
- Prior experience managing Board development committees, guiding and supporting their fundraising efforts.
- Project management experience and ability to manage a wide variety of tasks and deadlines within multiple projects.
- A team player that values honesty, integrity, and transparency.
- Ability to lead in a focused manner with superb attention to detail and confidence.
- A creative strategic thinker who collaborates effectively with the executive team, staff, and board.
- Proven ability to cultivate and expand annual giving and major gifts donor base.
- Excellent communication skills: well spoken, positive, persuasive writing style, and the ability to articulate complex messages to a varied constituency.
- Strong technology skills including Microsoft Office Suite. Experience managing and utilizing fundraising database software to support development efforts.
- A passion for the mission of the Dermatology Foundation.
- Ability to travel and work some evenings and weekends for events and meetings.
- A bachelor's degree; an advanced degree would be preferred.



## Application

The Dermatology Foundation has retained Campbell & Company to conduct this search. The team for this project includes: Kris McFeely, Senior Consultant and Daniel Fissinger, Associate Consultant. To be considered for this opportunity, please send a letter of interest and resume to:

**Daniel Fissinger**

Associate Consultant, Executive Search

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(312) 506-0062 direct

**Campbell & Company**

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*The Dermatology Foundation is an equal opportunity employer.*