

## SENIOR CONSULTANT, LOS ANGELES 2018

### POSITION GUIDE

---

#### 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 Southern California, Portland, 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 to 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 new growth strategy, 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.

#### OUR WORK

For 42 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, communications, executive search, and strategic information services. 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.

#### *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*



## SENIOR CONSULTANT, LOS ANGELES 2018

Collectively, Campbell & Company consists of 70 staff members, including 40 in Chicago and the Midwest, three in Washington, D.C., six in California, two in Portland, 19 in Seattle, and three in other regions. 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.

### ABOUT THIS POSITION

The Senior Consultant helps Campbell & Company extend its role as a national consulting firm with a strong presence in the West region by providing institutional advancement services to clients in the firm's core markets. S/he provides strategic counsel in all areas of fundraising and advancement, including implementing capital campaigns and ongoing development programs; board development, executive coaching, and development staff training; effective use of data in goal setting, planning, and implementation of effective development programs; institutional and campaign messaging and communications; and fundraising program and campaign assessments. This position is based in the Los Angeles metropolitan area, serves as part of the West region team, and reports to the Executive Vice President in the Seattle office. The Senior Consultant will serve clients in Southern California.

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

#### CLIENT SERVICE

- Serve as project leader by providing strategic oversight and direction of client engagements; coordinate members of the project team in order to ensure that client projects are on schedule and cost-effective.
- Understand client needs and match underlying client needs to service offerings.

#### BUSINESS DEVELOPMENT

- Achieve annual goals and remain consistently billable by providing excellent service that both retains clients and leads to referrals for new clients, actively identifying and pursuing new leads and opportunities, and helping to develop high-quality proposals for services.
- Identify opportunities to introduce appropriate additional services and products that will enhance the value of engagements.
- Provide leadership in a particular sector, ideally healthcare and/or arts and culture. Serve as a point person within the firm for client services and business development.
- Contribute regularly to Campbell & Company's thought leadership.

#### FIRM LEADERSHIP

- Participate actively and regularly in Campbell & Company internal meetings, events, workgroups, and task forces.
- Contribute to firm best practices (e.g., developing new product or service or improving methodology) and work to identify and assist in recruiting new staff to the firm.



## SENIOR CONSULTANT, LOS ANGELES 2018

- Serve as a mentor and provide active learning experiences for colleagues.

### PROFESSIONAL SKILLS AND SERVICES

- Demonstrate strong communication and project management skills, lead client and internal teams, and "manage up and down" on projects in order to deliver outstanding service to clients.
- Demonstrate expertise in, and flexibility with, firm methodology.
- Remain involved with professional association and volunteer opportunities in the nonprofit community to build expertise.

### QUALIFICATIONS

The successful candidate will be an innovative and accomplished fundraising professional or consultant who is interested in using his/her skills and competencies to benefit a wide range of organizations and institutions. Successful candidates will bring fundraising success in individual and corporate major gift solicitation, particularly in a campaign environment. The successful candidate may also bring prior consulting experience in the areas of capital campaigns, development capacity building, board development, and development assessments. This opportunity requires residence in Los Angeles County, Orange County, the Inland Empire, or San Diego County. The successful candidate must have his/her own reliable transportation.

The ideal candidate will bring the following qualifications:

- Ten or more years of progressively responsible fundraising experience or a mix of consulting and direct fundraising experience.
- Demonstrated breadth of experience in healthcare and/or arts and culture is preferred. Experience will include work with volunteer leaders, donors, and other stakeholders.
- A strong achievement orientation balanced with the discipline and collaborative spirit necessary to join an established firm.
- High initiative, energy, and ability to be effective independently and leading a team.
- Exceptional critical thinking skills, professional presence, and ability to self-assess and grow as a practice leader.
- Demonstrated success managing several projects simultaneously, including expectations and deadlines from multiple internal and external engagements.
- Ability to earn the confidence of a wide range of internal and external constituents.
- Excellent written and presentation skills.
- Ability and willingness to travel up to 20 percent of time serving clients throughout California and, on select occasions, other areas of the country.
- A bachelor's degree or equivalent experience in a related discipline is required; an advanced degree is preferred.



## SENIOR CONSULTANT, LOS ANGELES 2018

### APPLICATION

To be considered for this opportunity, please send a cover letter and resume to:

**Joey Scheiber**

Associate Consultant, Executive Search

[joey.scheiber@campbellcompany.com](mailto:joey.scheiber@campbellcompany.com)

(312) 896-8897 direct

*Campbell & Company is an Equal Opportunity Employer.*

*We are proud to partner with nonprofits to advance justice, opportunity, and equity throughout our society – and we bring this same commitment to our practices and culture as a company. We seek people to join our firm who share this sense of purpose and will bring a diversity of perspectives and experiences that will enrich our team and clients.*

*Individuals from all backgrounds are encouraged to apply.*