



<https://rmhcoregon.org/>

Chief Development Officer

Portland, Oregon

The Opportunity

Ronald McDonald House Charities of Oregon & SW Washington (RMHC) seeks a mission-aligned, energetic, inspiring leader who will create and guide dynamic development and communications programs that support an organization undertaking dramatic growth and expansion. Working in support of children who are seriously ill and their families, the Chief Development Officer will report to the CEO, serve on the executive leadership team, and partner closely across the statewide organization, ensuring resource growth and expansion. The successful candidate will bring vision and strategy, a highly collaborative and forward-thinking mindset, and execution skills that propel the team to higher levels of purpose and productivity. RMHC, in the midst of exceptional growth which includes scaling its services statewide, seeks a leader whose experience includes change management, thoughtful deployment of tools and technology, and an appreciation for building nurturing, trusted, constructive relationships with all stakeholders, including donors, partners, volunteers, families, etc. This new position will fundamentally shape RMHC's comprehensive development and communications efforts, thus impacting the future success of Ronald McDonald House Charities to meet its mission.

The Organization

Ronald McDonald House Charities of Oregon and SW Washington provides a "home away from home" for families with seriously ill children and supports initiatives to improve

pediatric health. As a 34-year-old, independent, statewide chapter, it operates four Ronald McDonald houses located in Portland, Bend and Springfield where pediatric patients and their families stay for free and are supported by specialized programs and care. Additionally, it reaches thousands of hospitalized children through four in-hospital Hospitality Cart Programs at Randall, Doernbecher, Salem Health and St. Charles. In 2018, RMHC was inducted into the Oregon Business Hall of Fame for being a Top 100 nonprofit to work for in Oregon for 10 years in a row.

In 2019, RMHC will deploy its growing staff and dedicated volunteers as it refines its operations and scales the organization's development and community relations, guest services, programs, and back office activities to meet expanding demands. As its largest capital project reaches completion, the organization is focused on the future, which includes deeper, broader partnerships and relationships with donors, partners, institutions and volunteers; resource generation through events, online activity, and community engagement; and analysis and innovation that will enhance communications as well as RMHC's presence around the state. For more information on RMHC's mission, history and programs, please visit RMHCOregon.org.

Position Responsibilities

As a member of the executive leadership team, reporting to RMHC's CEO, the Chief Development Officer will help shape and communicate RMHC's strategic vision internally and externally. The Chief Development Officer will bring a business-principled approach, demonstrating a successful track record of astute managerial oversight, organization, process- and data-driven decision-making, and delegation. RMHC, becoming increasingly decentralized due to its geographic growth, is scaling quickly, and the successful candidate will demonstrate the ability to coach and lead a collaborative culture, where information flows freely, where the development of strong relationships and informal networks are supported, and where people are empowered and encouraged to develop interpersonal and career skills. This position offers a unique opportunity to influence RMHC's future and impact on the children and families served throughout the region.

Specifically, the Chief Development Officer will:

- Manage all aspects of RMHC's individual and institutional funding programs, providing an integrated approach to setting and meeting the organization's current and future fundraising objectives
- Lead strategic planning for development and prepare implementation plans and budgets to achieve multi-year and annual development goals
- Demonstrate consistent success in selecting highly qualified staff and developing a cohesive team of professionals
- Demonstrate a collaborative and empowering management approach, balanced by results-oriented accountability

- Determine, guide and partner to ensure the achievement of development efforts of the CEO, trustees, development committee, staff and volunteers
- Develop and maintain a healthy mix of development activities – individual and institutional, events, partnerships, online presence, etc.- that engage multiple constituencies; offer opportunities for donors at every giving level to become engaged; provide a clear path for increased involvement and giving over time; and, effectively measure results against routinely evaluated goals
- Lead and partner with the communications function to develop and communicate simple, substantive, and inspiring key messages that align with RMHC’s strategic development goals; ensure alignment of communications and development activity
- Help build, maintain and apply technology and information systems to strengthen RMHC’s professionalism, productivity and profitability
- Provide marketing and communications leadership that engages donors across multiple mediums; actively identify and cultivate new and existing donors through a variety of channels
- Feed the mind trust among leaders, advisors and teams with a willingness to take risk in a thoughtful, methodical manner with the ultimate goal of evaluating success
- Collaborate with internal and external stakeholders to support and enhance RMHC’s strategic initiatives and programs
- Effectively and persuasively represent RMHC’s mission, while ensuring a balance between RMHC and donor interests
- Serve as an RMHC representative and public speaker at events as needed
- Maintain awareness of activities of institutions, state and local governments affecting the non-profit community, especially in areas related to funding for RMHC

Profile of the Successful Candidate

RMHC seeks a professional who is curious in nature, analytical in approach, diplomatic and strategic in developing and managing relationships, and passionate about the organization’s mission. The successful candidate will have at least seven years of relevant work history demonstrating senior-level leadership and management experience as well as non-profit development, gift planning, donor relations, event management and empowering talented teams to do their best work. Experience integrating marketing and communications activities that enhance development effectiveness is desirable. The successful candidate will be an individual who builds collaborative relationships with the widest variety of people. This professional will be well equipped to define strategy and goals, stewarding effective relationships by employing strong organizational management, communication, implementation, problem-solving, and mentoring skills. Most importantly, the Chief Development Officer will be an effective fundraiser and communicator with experience at RMHC’s scale and success building and leading high-performance teams that deliver excellent results.

The Chief Development Officer will have a proven track record in managing a professional staff and integrating the Development operation fully into the broader organization. The ability to thrive in and nurture a highly collaborative and professional environment within the organization is essential.

The successful candidate will join an energetic, talented team that is passionate about the work and is wholly dedicated to RMHC's mission. This person will possess the highest level of personal and professional integrity, success in developing strategy, leadership experience in developing professional staff and motivating volunteers, and an authentic heart for the mission.

More specifically, RMHC seeks a professional who reflects the following:

- High energy, with a passion for RMHC's mission and vision for building resources
- Ability to influence and engage a wide range of donors and build long-term relationships
- Ability to construct, articulate, and implement multi-year and annual strategic development plans
- Strong organization, project and time management skills
- Strong leadership and coaching skills; proven team management skills
- Flexible and adaptable work style
- Outstanding relational, interpersonal, and collaboration skills, both internally and externally; a communication style that reflects clarity, authenticity, transparency, and approachability
- Experience in raising funds from a variety of sources
- Excellent written and oral communication skills; effective, engaging facilitation and presentation skills; knowledge and facility utilizing varied communications platforms
- A strong work ethic, with high standards of accountability and a bias toward getting things done
- The ability to iterate a strategy and approach, take risks, course-correct, and use humor appropriately, as often as possible, when working with teammates
- A willingness to challenge conventional thinking coupled with the ability to collaborate effectively and encourage dialogue

The development team works locally between two locations: East House at 2620 N. Commercial Avenue and South Waterfront House at 3410 SW Bond Street in Portland. RMHC offers a competitive compensation and benefit package, including generous paid time off, flexible schedules, a sabbatical program, paid time to volunteer in the community, and employer retirement contribution through an IRA.

Start Timeframe

We seek to have someone in place in late Spring or early summer 2019.

To Apply

All applications are held in strict confidence. Applications should be directed to the attention of Melissa Ulum, Principal of MS&S Search. Please submit your credentials, letter of interest and salary requirements via email to Melissa@MSSsearch.com.

If you have questions or recommendations, please call (503) 244-2126 (message) or (503) 730-7615 (direct) or email Melissa@MSSsearch.com.

To be considered, MS&S Search urges interested candidates to apply as soon as possible. Review of applications will begin immediately, and the position will remain open until filled.

The Ronald McDonald House Charities of Oregon and SW Washington is an Equal Opportunity Employer. It encourages all qualified individuals to apply for positions regardless of race, color religion, sex, sexual orientation, national origin, age, disability, or any other legally protected status.

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