

San Francisco General Hospital Foundation

Chief Development Officer

The Foundation seeks a driven major gifts professional with individual, corporate, foundation, and campaign solicitation experience to systematically target donors with significant capacity. Success will be measured by fundraising yields.

This key role reports to the CEO and manages nine staff responsible for: individual, corporate, institutional, and campaign giving, operations, grants management, and events.

BACKGROUND

[San Francisco General Hospital Foundation](#) raises funds for the Dr. Priscilla Chan and Mark Zuckerberg San Francisco General Hospital and Trauma Center (ZSFG). This hospital is the only provider of trauma (Level 1) and 24-hour psychiatric emergency services for 1.5 million people in San Francisco and northern San Mateo counties. Serving the most vulnerable community members with compassion and respect, the hospital provides a range of services through 100,000 inpatient and 500,000 outpatient visits annually. Through an affiliation with UCSF, the hospital also serves as one of the nation's top tertiary academic medical centers conducting clinical training and research.

BASIC FUNCTION

The Foundation has raised over \$245M in its first 30 years and has an expansive strategic plan to raise \$250M to support and fund excellence in patient care and innovation. The last capital campaign funded construction of a state-of-the-art acute care building which opened in 2016. The Foundation is now in the middle phase of a multi-million-dollar capital campaign to renovate an outpatient center of equal caliber to the acute care hospital. In the past three years, the organization raised nearly \$46M annually and consistently has a strong balance sheet.

The Foundation is led by a dynamic CEO who is an excellent fundraiser and who requires a partner with similar energy as the Foundation prepares future phases of the capital campaign. Reporting to the CEO, the CDO manages a team of nine and serves as a key member of the senior leadership team, interacts frequently with the Board, actively shapes strategy, and directly and actively drives donor solicitations.

The CDO is responsible for all fundraising, development operations, and grantmaking activities for the Foundation. Working in close partnership with the CEO, this leader will:

- Set long term and annual fundraising targets and strategies; design, execute and monitor the annual Development plan.
- Shape infrastructure to support all fundraising and grantmaking activities and associated reporting.
- Actively cultivate and directly solicit leadership-level donors, involving the CEO and Board members as appropriate, and with staff provide support, training and other help as required to others involved in solicitations.

Ongoing responsibilities include:

SHAPE STRATEGY & STANDARDS

- Lead the Board of Directors' Development & Stewardship Committee and the Development Team in creating a meaningful annual fundraising plan aligned with SFGHF's strategic plan.
- Measure and track progress at the individual and team levels for the CEO and Board.
- Shape the case for support, budgets, proposals, cultivation events, and reporting.
- Implement strong standards for written materials and communications, grants, workflows, targeting and analysis of donors, events, moves-management processes, reporting, stewardship and other aspects of the fundraising lifecycle.

SOLICITATIONS

- Carry a personal portfolio of ~30 major and corporate giving Board members, capital donors and prospects, with a personal focus on the highest net worth individual, foundation, and corporate donors.
- Provide thoughtful counsel to staff on donor strategy, guidance, and support during direct solicitations and monitor all portfolios and progress toward goals. Provide training on different philanthropic tactics and approaches needed to secure gifts from individual and institutional donors.
- Work with members of the Board and other fundraising volunteers to identify, qualify, cultivate, and solicit donors. Model best practices for Board engagement in fundraising within the context of portfolio management.

MANAGEMENT AND INFRASTRUCTURE

- Manage, inspire and develop a mission-driven, focused, high-performing team. Encourage transparency, accountability, cross-functional collaboration and cohesion, and a culture where new ideas are embraced.
- Promote external visibility for the Foundation, always prioritizing funder-facing meetings, interactions and events. Work with the Chief External Relations & Communications Officer to ensure effective coordination between MarCom and Development, including consistent messaging that communicates the impact of the Foundation's work and sets the stage for solicitations. Reach donors through newsletters, impact reports, direct response, personal meetings, events, etc.
- Manage the Development Department's revenue and expense budget. Work closely with the CFO to ensure thorough and accurate financial and compliance, especially reporting related to the ZSFG, UCSF, and the City of San Francisco relationships.
- Oversee the continued refinement of donor tracking systems and workflows for pipeline development, donor research, donor engagement, stewardship, reporting, etc.

BOARD RELATIONS AND DEVELOPMENT COMMITTEE

- Work with members of the Board Development and Stewardship Committee to review and approve the annual Development budget and plan, including goals and metrics for the committee itself. Help individual committee members execute their assignments.

San Francisco General Hospital Foundation
Chief Development Officer

- Partner with the CEO to provide leadership to the Capital Campaign Cabinet and Board; attend and present at Board meetings and Executive Committee meetings. Develop and oversee reports for the Board.
- Support the CEO's Board and volunteer recruitment efforts.

QUALIFICATIONS

The Chief Development Officer will have 15+ years of fundraising and development experience with at least five years in a senior leadership role overseeing operational and performance outcomes.

Critical to the success of the CDO is the ability to lead by example by personally driving major and leadership-level gift solicitations as they also recruit, train, inspire, and bring cohesion to an evolving Development team. In addition, the successful candidate will possess the following:

- A record of personal success in raising leadership-level gifts, including at the seven-figure and above levels from individuals, foundations, corporations, and community partners at sizable organizations.
- Commitment to the mission of the Foundation and supporting a public health hospital operating in a complex environment; a strong commitment to the organization's statement of inclusivity.
- Experience soliciting funds in the Bay Area region is desired but not essential – what is essential is the ability to connect with the kinds of donors that will be targeted, including executive-level and senior business professionals in information, bio and health tech fields, philanthropic donors, physicians and hospital leaders, and nonprofit and government professionals.
- Experience shaping fundraising systems and data for donor segmentation, systems like Blackbaud Raiser's Edge, and other tools routinely used by development professionals.
- An authentic, confident, and seasoned communicator; exceptional written, verbal, and presentation skills. A good listener; intrepid yet tactful; determined yet with the flexibility to find alternative ways to reach funding objectives when barriers arise; a skilled negotiator who does not drive themselves or others into a corner; a person able to analyze and formulate disparate information into sound, well-organized plans.
- Skilled at motivating, directing, and managing staff, Board members, and consultants and in coordinating and supporting the fundraising activities of others.
- Emotionally mature; the flexibility and sensitivity to work with diverse personalities and situations; a sense of humor and perspective.

COMPENSATION

Compensation range for this position is \$240,000 - \$275,000 based on experience.

This person must reside within a 45 minute commute of the hospital, is expected to work in the office two days a week, and will be reasonably available for donor meetings and events. These can occur on weekdays, evenings, and weekends.

SFGHF offers a very competitive benefits package including health, dental, and vision benefits along with a 403B savings plan.

**San Francisco General Hospital Foundation
Chief Development Officer**

Statement of Inclusivity: "SFGHF is proud to support ZSFG in providing equity, access, and quality health care for all. As part of our work towards health equity, we strive to embrace diversity in all its forms, including, but not limited to race, ethnicity, gender identity, sexual orientation, age, religion, ability, and socio-economic status. We are committed to fostering a workplace and community that values diversity and inclusion and are proud to partner with those who share those principles."

For more information please contact:

Lisa Grossman

(650) 323-3565 or lisag@moppenheim.com

Steve Oppenheim

(202) 803-6673 or steveno@moppenheim.com

m/Oppenheim Executive Search

558 Presidio Boulevard, Box 29625
San Francisco, CA 94129-0625