

HARRIS RAND LUSK

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International Planned Parenthood Federation/Western Hemisphere Region Director of Individual Giving Job Description

Background: International Planned Parenthood Federation (IPPF) is one of the largest sexual and reproductive health organizations in the world, providing reproductive health services, sexuality education and leading advocacy in international policy regarding sexual and reproductive rights. IPPF defends the right of all young people to enjoy their sexual lives free from ill health, unwanted pregnancy, violence and discrimination; supports a woman's right to choose to terminate her pregnancy legally and safely; and, strives to eliminate sexually transmitted infections and reduce the spread and impact of HIV/AIDS.

As one of IPPF's five regional offices, International Planned Parenthood Federation/Western Hemisphere Region (IPPF/WHR) partners with 50 organizations in 40 countries across the Americas and Caribbean. In 2016, these partners provided more than 30 million services and achieved more than 53 advocacy wins for sexual and reproductive health and rights across the region. With offices in New York City and Mexico, IPPF/WHR provides technical assistance to its partners, helping with program planning, organizational development and fundraising.

The Position: IPPF/WHR's new strategic plan for 2016-2022 with ambitious programmatic goals will require significantly increased resources, and there is strong potential to grow IPPF/WHR's individual giving program. IPPF/WHR is looking for an extraordinary **Director of Individual Giving** who can build on the organization's success and provide leadership and organizational acumen to all segments of the individual giving program. Reporting to the Director of Development and Institutional Advancement (DDIA), the Director of Individual Giving provides day-to-day management of staff responsible for individual giving programs - direct response, mid-level, major gifts, prospect research and planned giving - as well as oversees donor communications, information systems and operations. This is a critical, central role for the 15-member Development and Communications team. A strategic position with big picture oversight across multiple functions, the Director of Individual Giving will work with the DDIA to integrate, tighten and support IPPF/WHR's successful individual giving program to achieve maximum fundraising goals.

The right candidate is a relationship builder with clear vision and the ability to inspire purpose while managing teams and executing plans. S/he will be a highly accomplished strategist who can connect the dots between fundraising, communications and programming. The candidate must be able to articulate the case to support the vision, mission and goals of IPPF/WHR for donors and prospects at every level of the fundraising pipeline. This hardworking manager will enjoy leading a team and be energized by tough challenges. S/he will be able to motivate the team to be accountable and exceed goals, always mindful of safeguarding morale and fostering a collaborative culture.

Specific Responsibilities:

- In collaboration with the DDIA, provide vision and leadership for all aspects of IPPF/WHR's individual giving program
- Set and ensure that fundraising targets for individual donors are met, and help attract new donors to the organization
- Direct, manage and develop a team of 4-6 development staff, including setting individual performance goals and benchmarks, encouraging professional development, increasing activity, facilitating individuals' task prioritization and providing ongoing coaching and training
- Integrate and implement fundraising best practices across all levels of individual giving
- Together with the DDIA, foster a culture of accountability with a focus on metrics and benchmarking that will aid in the planning of an annual individual giving calendar
- Partner with the Communications team to create institutional messaging for various donor correspondence for cultivation, acknowledgement and stewardship purposes that speaks to multiple donor segments. Ensure integration of all offline and digital fundraising efforts. Oversee the Major Gifts and Prospect Research teams to support top quality relationship building (cultivation, solicitation, stewardship) with current and new donors and internal processes (gift tracking, prospect research, reporting systems)
- Support the Director of Philanthropy in planning and implementing an effective planned giving program, including assessing the current efforts, and recommending and implementing additional strategies and tactics to increase legacy commitments
- Oversee the direct response and mid-level programs and evaluate and analyze campaign progress, including using a data-driven approach to optimizing multi-channel marketing
- Implement systems and practices that identify new communities and contacts to build a broader, more geographically diverse base of support both in the US and internationally
- Execute a best-practice Moves Management program that maximizes the resources offered within the organization's fundraising software (Raiser's Edge and Luminate Online)
- As part of the development leadership team, promote a culture of high performance, rigor and continuous improvement that values quality and integrity

Qualifications:

A bachelor's degree, Master's degree preferred; a minimum of 8-10 years of professional fundraising experience, including at the Major Gifts or Director Level. Additional requirements include:

- Track record of success in developing and implementing scalable fundraising plans and growing individual support
- Significant accomplishments motivating and leading a team to establish short and long-term fundraising goals, identifying opportunities and developing new initiatives
- Ability to facilitate organizational change and development within a dynamic agency
- Systems-oriented leader with well-honed fundraising operations and management skills; thorough familiarity with Raiser's Edge is essential
- Proven capacity to build and scale systems that significantly increase out-the-door fundraising programs while maintaining data integrity and team cooperation
- Creative, out-of-the-box thinker and problem solver who excels in a collaborative and entrepreneurial environment

- Skilled at working with Boards and senior leadership teams
- Experience in international fundraising
- Analytical, organized, creative, pro-active, detail-oriented with strong ability to prioritize
- Sound judgment in maintaining confidentiality of donor information
- Excellent oral, written and interpersonal communication skills
- Commitment to the mission, philosophy and values of IPPF/WHR and the ability to articulate the organization's needs, opportunities and aspirations with clarity and enthusiasm
- Flexibility for occasional travel; fluency in Spanish preferred

Location: This position will be based New York City.

For more information about the International Planned Parenthood Federation/Western Hemisphere Region, visit www.ippfwhr.org.

To Apply: The International Planned Parenthood Federation/Western Hemisphere Region has retained the services of Harris Rand Lusk to conduct this search. Inquiries, nominations and applications may be directed in confidence to:

Debbie Farrell, Senior Director, Leadership and Development or
Elly Kirschner, Director of Healthcare and Advocacy
Harris Rand Lusk
122 E. 42nd Street, Suite 3605
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By email (preferred): ekirschner@harrisrand.com and include "IPPF/WHR" in the subject line of the email.

IPPF/WHR is an equal opportunity employer. We value a diverse workforce and an inclusive culture. We encourage applications from all qualified individuals regardless of HIV/AIDS status, race, color, religion, gender, sexual orientation, gender identity or expression, age, national origin, marital status, citizenship and disability.