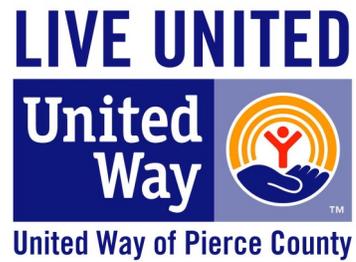


Vice President of Development



Position Profile



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United Way of Pierce County

Be Part of Transforming Our Community!

VICE PRESIDENT OF DEVELOPMENT

United Way of Pierce County in Tacoma, WA has embarked on a search for a talented, creative leader who has the relationship, development and leadership skills to be its next Vice President of Development.

United Way, along with its community partners, has forged a bold path to lift 15,000 families out of poverty and into financial stability by 2028. At the same time United Way will continue to support programs that provide Basic Needs and Support Services for Pierce County's most vulnerable citizens.

Creative solutions to community problems require innovative approaches to fund development. United Way raises funds through annual workplace campaigns, corporate support, individual donations, grants, bequests and program income. These funds are reinvested in our poverty-fighting work and community partner grants to local programs and services aligned with our mission to address the barriers of poverty.

Leading a staff of six development professionals, the VP will be responsible for more than \$5,000,000 of workplace employee giving, individual and corporate giving, special events and grants and sponsorships.

The position offers great professional and personal satisfaction through its high profile work with a wide range of top community leaders from the corporate, nonprofit, government, education, small business, philanthropic and organized labor sectors of Pierce County.



COMMITTED TO LIFTING 15,000 HOUSEHOLDS OUT OF POVERTY AND INTO FINANCIAL STABILITY BY 2028, ONE FAMILY AT A TIME

Today in Pierce County, one in three local households have incomes above the federal poverty level, but below the cost of living threshold. While employment has been on the rise, more than half of newly hired workers earn less than what they need for their families.

As a community convener, we work across sectors to make the meaningful changes that are needed to fight poverty. This need is also the driving force behind our annual From Poverty to Possibilities summit where we work together, as a community, to uncover key challenges facing families. This year's summit highlighted the cliff effect (families losing their public benefits before they are ready to be self-sufficient), the need for more training and higher participation in changing public policy and the need to address systematic barriers.

Everyone should have the opportunity to achieve a sound standard of living with the dignity that comes from being engaged in and respected by their community. Three key conditions guide our work: economic success, autonomy and being valued in the community.

The transformation that occurs from our work is far greater than what a small group in the community or an organization can achieve alone. Thanks to the community's generosity in 2018 we improved conditions for 124,105 people in Pierce County through our direct network of partners, programs and services. In addition, we helped people gain stability and greater financial self-sufficiency.



WHAT WE DO

Strategic Framework

Our mission is to work from the heart to unite caring people to tackle our community's toughest challenges

Our Vision

A compassionate, vital community where people have the education, resources and opportunities to achieve their highest potential

Bold Goal

United, we will lift 15,000 households out of poverty by 2028 and into financial stability

For more information about the United Way of Pierce County visit: www.uwpc.org



THE POSITION



The Vice President of Development will develop, oversee and execute a comprehensive fundraising program to meet the strategic and long-range goals of United Way. The VP will be responsible for achieving defined revenue goals in excess of \$5 million through cultivation of relationships throughout the community with local businesses, leaders, and CEOs. This includes intentionally deepening engagement with Pierce County companies year-round as well as strategically involving and inspiring our most generous individual donors.

The Vice President will oversee all areas of resource development including the workplace campaign program, major gifts, individual giving, grants and small/new business. The Vice President will also work with the Vice President of Marketing and the Vice President of Impact to achieve organizational and revenue goals. The VP of Development leads a professional staff of five development officers and a development operations coordinator.

Ideal Leadership Competencies for the Position

- Visionary – Confronts the complex realities of the environment and simultaneously maintains faith in a different and better future, providing purpose, direction and motivation
- Mission-Focused – Committed to create real social change that leads to better Lives and healthier communities
- Resource Development - Provides the leadership necessary in identifying and maximizing financial support from all sources, traditional and non-traditional, that can be mobilized for community service impact
- Results-Driven - Dedicated to shared and measurable goals for the common good; creating, resourcing, scaling, and leveraging strategies and innovations for broad investment and impact
- Team Builder – Ensures that the right people are in the right roles at the right times; fostering commitment, trust, and collaboration among multi-cultural leaders and stakeholders
- Relationship-Oriented – Understands that people come before process and is astute in cultivating and managing relationships toward a common goal
- Collaborator – Understands the roles and contributions of all sectors of the community and can mobilize resources (financial and human) through meaningful engagement
- Network Oriented – Values the power of networks; serving to leverage the agency’s breadth of community presence, relationship, and strategy
- Brand-Steward – Is a steward of the brand and understands his/her role in growing and protecting the reputation of the organization
- Outward-Turning – Develops strategic relationships to benefit United Way and the community; knowing key players in the community and is diligent in maintaining and expanding the network of partners

WORKING RELATIONSHIPS

The Vice President of Development reports to the President and CEO and leads the Resource Development team. The VP works collaboratively with the VP of Community Impact, the VP of Marketing and the Chief Financial Officer as well as with staff members throughout the organization.

Community and volunteer relationships include:

- United Way board members and volunteers
- Individual donors
- Corporate donors and leaders
- High net worth individuals
- Labor leaders
- Workplace campaign leaders
- Professionals and small business owners
- Private foundation leaders

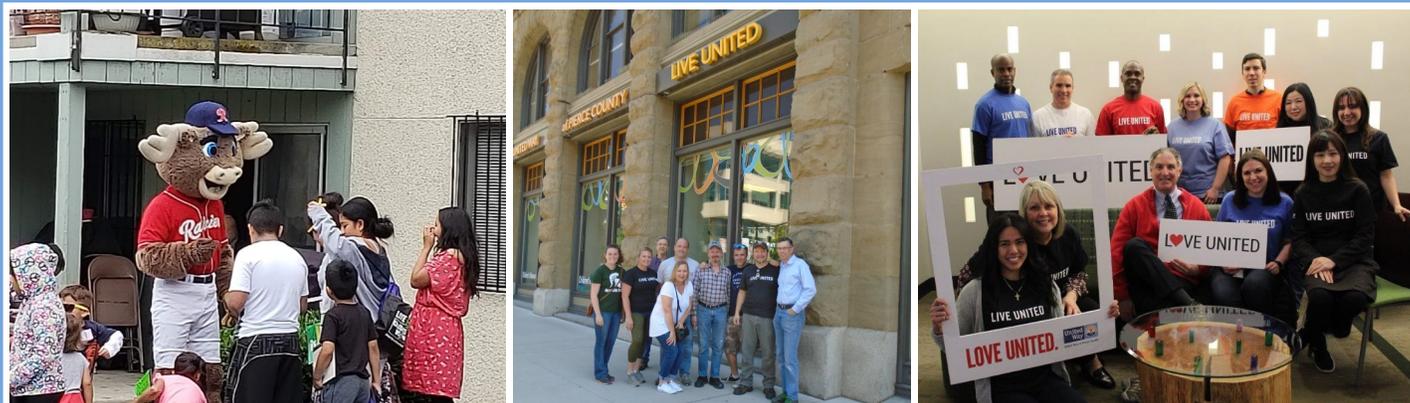
DESIRED QUALIFICATIONS

- BA required, MA and CFRE preferred
- Relevant and increasing development knowledge and responsibility previously demonstrated; performance at a management level will also be considered
- 5 to 10 years demonstrated success in leading major fundraising initiatives or comparable activities; preferably related to human services
- Thorough knowledge of development principles and practices: successful experience with moves management, gift tracking/processing, technical based fundraising strategies, direct mail programs, donor relations and data management
- Experience with strategic planning and management
- Experience in endowments/capital style campaigns
- Ability to apply knowledge in working with diverse staff and group of volunteers. Proven ability to direct, lead, coach and mentor team in achieving organizational goals and objectives
- Proven track record of achieving and exceeding revenue goals
- Positive and engaging relationships in the community
- Self-motivated and ability to work autonomously but effective in collaborations internally and externally
- Ability to effectively present information and respond to questions both one-on-one privately and publicly to groups

COMPENSATION & BENEFITS

United Way offers a generous compensation package that includes salary, retirement, medical/dental, life and long-term disability.





TIMING AND APPLICATION

APPLICATION AND SELECTION PROCESS

The position will be open until filled. Interested and qualified people are encouraged to apply ASAP.

To register as a candidate please go to:

<https://www.hagelsearch.com/uwvpd>

All submissions will be acknowledged and will be held in strict confidence. Finalists for the position will be required to participate in behavioral and critical thinking assessments and a formal background check. These assessments, delivered in two separate sessions, are web-based, take about 45 minutes each, and help match the candidate's traits with the desired traits detailed above. All results are held strictly confidential.

Contact Information

For further information please contact: Frank Hagel (253) 572-2439 x304 or Marcia Walker (253) 572-2439 x310. Or email: frank@hagel.net or marcia@hagel.net. DO NOT submit your application to these email addresses.



EQUAL OPPORTUNITY

Equal Employment Opportunity has been, and will continue to be, a fundamental principle at UWPC, where employment is based upon personal capabilities and qualifications without discrimination because of race, color, religion, gender, age, national origin, disability, or any other protected characteristic as established by law