



Executive Search – Chief Development Officer



Ronald McDonald House of Southern California (RMHCSC) has retained Sterling Search, Inc. to search for its new **Chief Development Officer**. This position will report to the Chief Executive Officer.



OUR MISSION

To provide comfort, care and support to children and families in Southern California



OUR VISION

A community where children and their families embrace life and healing with a sense of hope, enthusiasm, courage and joy.



OUR VALUES

Compassion, Integrity, Respect, Innovation and Transparency.

About RMHCSC

At Ronald McDonald House Charities of Southern California, we express our mission through our programs, which include six Ronald McDonald Houses in Bakersfield, Inland Empire, Long Beach, Los Angeles, Orange County, and Pasadena. We operate two Ronald McDonald Family Rooms at CHOC Children's Hospital in Orange and CHOC Children's at Mission Hospital. We are developing a new Family Room in Ventura, at the Ventura County Medical Center, and a new House near the UCLA/Mattel Children's Hospital on the Westside of Los Angeles. We are one of the only Ronald McDonald House Charities chapters across the world that operates a cost-free, medically supervised camp for children with cancer and their families, Camp Ronald McDonald for Good Times.

History and Background

RMHCSC is a \$14.9 million nonprofit governed by a local volunteer Board of Directors. In January 2022 Fatima Djelmane Rodriguez, the former Executive Director for Camp Ronald McDonald for Good Times transitioned to CEO of RMHCSC following the 9 plus years tenure of Vincent Bryson as CEO and 13 years as the Executive Director of the LA Ronald McDonald House.

A successful fundraiser herself, Rodriguez is energized to build upon the momentum of the last nine years of success by re-charging the development function through its Program Support Center (Chapter HQ) with a brand-new position as the Chief Development Officer (CDO). Increasing RMHCSC's fundraising capacity through a strengthened culture of philanthropy, the CDO will be responsible for overseeing the fund development for the Program Support Center of \$3.2 million, while serving as a strategic partner to leadership across the organization to help meet the chapter's combined fundraising goal of \$16.2 million.

The CDO will report to the CEO and will begin by managing a Development Manager, and a Marketing and Communications Manager, eventually building out the development team at PSC that lays a development infrastructure that better supports RMHCSC's program fundraising.

As a senior management team member, the new CDO will place its stamp on RMHCSC's next stage of fund development growth. One of RMHCSC's priorities is to hire a CDO who will provide the board and leadership team with a comprehensive, long-term strategic fundraising plan that will boost revenue and strengthen relationships with key partners. They will have a demonstrated track record of institutional growth, partnership development, operational oversight, and systems evaluation.

They must possess intellectual horsepower and be naturally persuasive and fair, and value accountability for themselves and others. And will lead based on a sense of core ethics of collaboration and a drive for excellence.

They will further develop their dedicated and impressive board of directors committed to introducing their network of relationships to this beloved organization with a clear mission and strong case for support. In the first year, with the support of the CEO, the successful CDO will create a strategic fundraising plan and develop KPI's to track and evaluate effective implementation of successful fundraising practices across all levels of the organization. The CDO will also oversee wealth screening and identify potential corporate partnerships and create strategic activation opportunities for current partners.

The Opportunity

Building upon its momentum of success, the Chief Development Officer will lead the vision and strategy for the development function. The CDO will lead a team and program which is ready and prepared for executing significant growth in structure and revenue. The CDO will create a state-of-the-art development platform, which could ultimately be promoted to their programs. The Chief Development Officer serves as a member of the Executive Leadership Team and is responsible for designing, implementing, and executing philanthropic programs and initiatives directed to meet the short, intermediate, and long-term financial needs of Ronald McDonald House Charities of Southern California.

Position Description

The CDO leads the organization's comprehensive development efforts to support significant and continued organizational growth. Responsible for taking current activities to new levels and developing strategies for increasing the organization's revenue-generating capabilities in an efficient, sustainable, and reliable manner. Reporting directly to the CEO, the Chief Development Officer leads the Program Support Center's development and marketing team and is responsible for achieving and advancing the organization's core fundraising objectives. This position will bring energy, commitment, and innovation to drive and expand the reach of Chapter's highly successful fundraising efforts. The position is expected to promote a collaborative, revenue-oriented culture supporting the Chief Executive Officer and organizational leadership in cultivating high-capacity donors on a consistent basis. The Chief Developmental Officer will be the lead partner in developing and executing impactful fund development strategies for the Chapter's individual donor base, corporations, and foundations.

Responsibilities

- Lead the organization's development strategies and continue to chart the organization's course in fund development.
- Lead and manage the funding/revenue base for RMHCSC while focusing on a comprehensive fund development plan that identifies prospects, donors, and community partners to enhance the short- and long-term diversified funding base.
- Manage the development and cultivation of a strong board of directors, together with the chief executive officer and staff.
- Lead the management, clean up, and use of Raiser's Edge in collaboration with the Development Manager and CRM consultant.
- Assure design and maintenance of donor and prospect records, gift management systems, and informational reports.

- Ensure that philanthropy and fund development are carried out in keeping with the organization's values, mission, vision, and plans.
- Develop a balanced funding mix of donor sources and solicitation programs tailored to the needs of the organization that will enable it to attract, retain and motivate donors and fundraising volunteers.
- Direct the development team, to ensure that the organization is effectively structured and staffed with competent employees.
- Oversee performance measures, monitor results, and help the Chief Executive Officer and board of directors evaluate the effectiveness of the organization's development program.
- Manage and broaden a robust major and planned giving program for individuals and corporations.
- Provide general oversight of all of the organization's fund development activities, manage the day-to-day operations of the department, and monitor the adequacy of activities through coordination with the Chief Executive Officer, staff, and appropriate committees.
- Assist the board of directors to determine accountabilities for board members and fundraising volunteers and help evaluate performance regularly.
- Build relationships with McDonald's and McDonald owner operators, with the aim of further strengthen our partnership and increasing round up support for RMHCSC.
- Develop agendas for fund development meetings; develop an annual calendar to cover all crucial development issues in a timely fashion.
- Team with the finance department to assure sound fiscal operation of the development function including timely, accurate, and comprehensive development of charitable contributions income and expense budgets, reporting, monitoring, and implementation.
- Oversee and manage development and writing of foundation, corporate, and/or government proposals, and solicitation materials.
- Oversee appropriate prospect research.
- Assure design and implementation of acknowledgment, stewardship, and recognition programs.
- Ensure compliance with all relevant regulations and laws, maintain accountability standards to donors, and ensure compliance with the code of ethical principles and standards of professional conduct for fundraising executives.
- Lead two fundraising events; 1) the Walk for Kids (the organization's largest fundraiser) with an emphasis on securing chapter wide sponsorship and 2) the annual chapter golf tournament.
- Execute all other reasonable duties as assigned by the chief executive officer.

Qualifications:

- An imagination, vision, leadership, and integrity.
- A minimum of five years of major gift fundraising with individuals/corporations professionally.
- A minimum of five years of senior management experience with increasing levels of responsibility and preferably with direct stewardship of boards of directors.

- Experience with managing CRM platforms and supporting effective use/data entry and training on the platform, experience using Raiser's Edge a plus.
- Experience with systems operations and financial/budgeting processes.
- Experience building out a development team focused on building organizational capacity.
- A strategic approach to development with significant experience in cultivating and managing donors.
- A record of quantifiable success in development encompasses many areas of donor segmentation, research, and cultivation.
- A demonstrated ability to plan and operate strategically, build public support, strengthen infrastructure, inspire staff and the board of directors, and develop effective programs.
- Possess exceptional financial, organizational, and administrative skills.
- The ability to plan, set goals and objectives, organizes, and follow through.
- A solid interpersonal and communication skill set demonstrates the ability to work effectively with and gain the respect and support of varied and changing constituencies, including staff, board members, potential donors, volunteers, and the like.
- A track record as an effective communicator skilled at writing and verbally; adept at writing proposals, solicitation letters, donor correspondence, and other kinds of material to enhance fundraising.
- The flexibility to be a part of a team while simultaneously juggling various responsibilities. They will remain hands-on but operate independently.
- Possess computer skills with knowledge of Word and Excel and have experience with database software. Raiser's Edge experience preferred.
- A Bachelor's degree is required.

The ideal candidate will demonstrate the following capabilities:

- Commitment to the mission and work of the RMHCSC with the credibility and persuasiveness to secure support from others.
- A manager who leads by example and exemplifies the values and ethics of the organization.
- An organized individual with strong creative and conceptual skills.
- A doer who functions effectively without being autocratic or political; must be a team player who is inclusive, flexible, creative, energetic, and fair-minded.
- A decisive and resourceful individual with the willingness to accept responsibility and take charge of results; able to work successfully with limited resources.
- A self-starter who is confident enough to express opinions, forging ahead when appropriate and holding back, when necessary, with a sensitivity to the feelings and opinions of others.
- An energetic person who is emotionally mature and dependable, a collegial individual.

Compensation

Salary Range \$160,000 - \$180,000 and we are offering a competitive compensation package to attract an outstanding candidate.

Please send resumes to:
Sterling Search, Inc.



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Phone: 714-433-7040

Direct all correspondence, e-mail, and telephone calls to Sterling Search, Inc.
Any correspondence, e-mail, or telephone calls received to RMHCSC will be redirected to Sterling Search, Inc.

RMHCSC is an Equal Opportunity Employer