



SAN YSIDRO HEALTH

BLAIR SEARCH PARTNERS

Position Title: Chief Development Officer
Compensation: \$120,000 - \$140,000 DOE/neg.
Locations: San Ysidro, CA
Reports To: Vice President of External Affairs
Direct Reports: 1 Annual Campaign Manager (who oversees 1 events specialist & 1 database admin.)

Our Story

Every day we work to improve the health and well-being of the communities we serve, with access to quality healthcare for all. Originally established along the US-Mexico border in 1969, San Ysidro Health was founded by 7 women in search of medical services for their children. 50 years later, San Ysidro Health (formerly San Ysidro Health Center), provides innovative care to nearly 97,000 patients annually through an integrated network of 34 program sites across San Diego County. Our sites include: medical and dental clinics, behavioral health centers, HIV centers, WIC nutrition centers, mobile medical units, school-based health centers, and chiropractic services, as well as a pediatric developmental clinic, teen clinic, senior health center and Program for All Inclusive Care for the Elderly (PACE). We receive over 450,000 patient visits annually, and in 2018, 91.9% of our patients lived at or below 200% of the Federal Poverty Level, with 40% children and 22% seniors. San Ysidro Health is at the forefront of community health initiatives: our transformational programs serve as a national model for innovative health services. To learn more about the organization, please visit: <http://www.syhc.org/>

Position Summary

The Chief Development Officer (CDO) will take ownership for most of our development functions, working closely with the Vice President of External Affairs and the President & CEO. The CDO will have major responsibility for our entire portfolio, including campaigns, individual giving, major gifts, planned giving, special events, foundation grants, corporate sponsorships and an annual fund. They will have wide latitude to develop new and existing funding streams, thereby diversifying the organization's revenue base. This is a high-profile position, requiring attendance at events across the community, as well as public speaking. The successful candidate will help forge new relationships in the community to build San Ysidro Health's visibility, impact, and financial resources. Under the new CDO's leadership, it is expected that the amount raised will increase each year, as the CDO and the senior management team will systematically and effectively strengthen the organization's overall fundraising capacity. Likewise, the CDO will have the opportunity to continue growing their career as our fundraising operations scale. It is truly a unique opportunity to create impact within our communities around San Diego!

Strategic priorities for the new Chief Development Officer include:

1. Growing San Ysidro Health's individual and major gifts.
2. Building a strong corporate giving pipeline.

3. Increasing foundation grant funding.
4. Creating additional new revenue sources.

Duties & Responsibilities

Strategic Planning & Execution:

- Assume ownership for all development strategy and operations.
- Develop and execute strategies for all of San Ysidro Health's fundraising areas including campaigns, individual giving, major gifts, planned giving, special events, foundation grants, corporate sponsorships and an annual fund.
- Develop, implement and execute a comprehensive fundraising plan for both annual and capital campaign needs.
- Participate in the establishment of development policies, procedures, plans, goals and budgets.

Internal Management:

- Build a culture of philanthropy across the organization, demonstrating how employees can be stronger advocates for San Ysidro Health in the community.
- Coach, mentor, develop and manage San Ysidro Health's development team members.
- Serve as liaison to the Board of Directors and its committees in all development-related areas.

Donor Relations & Communication:

- Provide outstanding customer service and support to donors, volunteers, staff and other community contacts.
- Create and implement innovative strategies for securing new and untapped resources.
- Integrate development and marketing/communications strategies to maximize San Ysidro's brand exposure and fundraising opportunities.
- Develop solicitations/support materials with the intent of attracting new gifts and upgrading gifts from existing donors.
- Oversee design and production of donor recognition and appreciation communications.

Fundraising Operations:

- Establish policies, systems, and procedures, with a special emphasis on professionalism and ethical standards, for soliciting, acknowledging, tracking, and reporting gifts.
- Plan and execute a moves management approach to individual and institutional giving.
- Assist with the planning and implementation of fundraising events to deliver a superb donor experience and meet fundraising goals.
- Supervise the appropriate use of donor software and reporting, ensuring donor privacy, data accuracy and timeliness of acknowledgements and reporting

Attributes & Work Style

- **Passionate:** Driven by San Ysidro Health's mission, which is to improve the health and well-being of the communities we serve with access for all.
- **Community-minded:** Skilled at connecting with individuals across all socio-economic, ethnic, cultural, and professional backgrounds in the community. The person in this position should be comfortable with wealthy as well as low-income families and white as well as Latinx, Pacific Islander Pan Asian, Middle Eastern communities.
- **Servant-Leader:** Leads with humility, empathy, and awareness: actively contributes to employees' goal achievement and success.

- **Team Player:** Fosters a respectful, transparent, and collaborative work environment.
- **Uplifting:** Charismatic, warm and welcoming; a true “people-person.”
- **Growth Mindset:** Says “yes” to appropriate, new opportunities and ideas for San Ysidro Health.
- **Analytical:** Ability to carefully study issues, identify trends and formulate new ideas.
- **Metrics-Driven:** An innovative thinker, pairing ideas with solutions and measurable outcomes.
- **Perseverant:** sees things through to completion; especially in the face of resistance or setbacks.
- **Reflective:** Skilled at receiving and giving feedback and performance critiques.
- **Tact & Diplomacy:** Patient, and willing/able to have the difficult conversations as required.
- **Communicative:** Strong written and oral communication skills. An effective public speaker and representative of the organization.
- **Flexible:** ability to work evenings and weekends as required.

Education & Experience

- 7+ years of professional experience in nonprofit fundraising (full cycle).
- Complete end-to-end understanding of fundraising strategies, systems, and processes.
- Bachelor’s degree; Master’s preferred; Certificate in Fund Raising Management preferred.
- Experienced in constructing, articulating and implementing a strategic development plan.
- Prior direct responsibility for cultivating, soliciting and stewarding gifts of \$10,000 or more.
- Experience developing and managing budgets over \$2M.
- Strong leadership skills to mentor and motivate development staff to reach development goals.
- A history of working directly with board members in support of fundraising efforts.
- Demonstrated success in building relationships for philanthropic purposes.
- An expert storyteller who can channel personal connection to San Ysidro Health’s mission.
- Practical marketing experience covering both print and digital/social media.
- Bilingual Spanish is very helpful.

For more information or to apply, please contact:

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