



Chief Philanthropy Officer

About The Virginia Home

The mission of The Virginia Home is rooted in the belief that every individual deserves a life filled with purpose, connection, and respect. Founded more than a century ago through a bold vision to provide compassionate, lifelong care for individuals with disabilities, The Virginia Home has long been a place of dignity, innovation, and community. As we embark on our most ambitious capital campaign to date to build a new, innovative campus, we are creating more than a space, we are shaping a future where residents can experience greater independence, enriched programming, and a vibrant community designed around their needs. This moment marks a transformative step forward in honoring our residents and expanding our impact for generations to come.

Position Summary

The Chief Philanthropy Officer (CPO) serves as the senior fundraising leader for The Virginia Home and is responsible for the strategy, execution, and performance of all philanthropic revenue in support of the organization's mission and capital campaign. This role provides overall leadership for the advancement function, including major and principal gifts, annual giving, campaign strategy, and donor engagement.

Working in close partnership with the CEO, Board leadership, and campaign consultants, the CPO will lead the execution of a transformational capital campaign while building a high-performing, metrics-driven fundraising team and culture.

Portfolio - Manage a portfolio of approximately 50–75 high-capacity donors and prospects (\$250K–\$5M+)

Key Responsibilities

Campaign Leadership & Strategy

- Lead execution of the organization's capital campaign strategy in partnership with the CEO and Board leadership.
- Finalize and refine campaign goals, timeline, and key milestones.
- Ensure alignment between campaign priorities, annual fundraising goals, and donor strategy.
- Drive overall campaign momentum, pacing, and accountability.

Principal Gift Leadership

- Maintain a personal portfolio of the organization's high-capacity donors, including individuals, foundations, and corporations.
- Help develop strategy for Chief Executive Officer's engagement with top-level prospects and donors.
- Lead strategy and solicitation for principal gifts (\$500K+), including joint donor engagement with CEO, Board members and senior volunteers.
- Serve as the organization's lead fundraiser for transformational gifts for both the annual fund and campaign utilizing all giving vehicles, including planned giving.

Team Leadership & Accountability

- Provide direct supervision and leadership to philanthropy staff.
- Establish and reinforce clear portfolio management expectations, performance metrics, and accountability systems.
- Lead weekly team meetings focused on pipeline progress, strategy, and donor movement.
- Facilitate monthly one-on-one meetings with all direct reports to review metric performance and strategy.
- Foster a results-oriented, collaborative, and donor-centered team culture.

Board & Volunteer Engagement

- Partner with the Campaign Cabinet and Board leadership to activate volunteer fundraising efforts.
- Prepare and support Board members and senior volunteers for cultivation and solicitation opportunities.
- Serve as a key liaison between staff and volunteer leadership to advance campaign goals.

Revenue Oversight & Reporting

- Oversee all fundraising revenue and ensure alignment with organizational and campaign goals.
- Track campaign progress and ensure clear, consistent reporting on pipeline, solicitations, and closed gifts.
- Provide monthly fundraising updates to executive leadership and the Board.
- Utilize data to inform strategy, prioritize opportunities, and forecast results.

Qualifications

- Bachelor's degree required.
- 10+ years of progressive fundraising experience, including senior leadership roles.
- Demonstrated success leading major and principal gift fundraising efforts, including securing seven-figure gifts.
- Experience leading or participating in a capital campaign.
- Strong leadership, strategic thinking, and relationship management skills.

Preferred Attributes

- Proven ability to lead high-performing fundraising teams.
- Strong presence and ability to engage effectively with Board members and senior stakeholders.
- Highly strategic with strong execution discipline.
- Collaborative, results-oriented, and mission-driven.

Measures of Success (First 12–18 Months)

- Successful execution and advancement of the transformative capital campaign, including achievement of key milestones.
- Significant principal and major gift revenue secured.
- Development of a high-performing, metrics-driven fundraising team.
- Increased Board and Campaign Cabinet engagement in fundraising.
- Clear and consistent pipeline visibility and revenue forecasting

Compensation

The salary range for this position is **\$175,000 - \$215,000**, commensurate with experience.

The Virginia Home offers a competitive and comprehensive benefits package, reflecting the seniority and leadership responsibilities of this role in advancing the organization's fundraising and campaign priorities.

The Virginia Home provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.

How to apply: [6005694:Career Search](#)