



Executive Director Mount Nittany Health Foundation

State College, Pennsylvania

Mount Nittany Health System is seeking an innovative and enthusiastic leader to serve as the Executive Director of [Mount Nittany Health Foundation](#). As a member of the senior leadership team, reporting directly to the CEO and working with the Foundation board of Directors, you will be responsible for fostering a culture of philanthropy within the Health System, developing and advancing the Foundation's strategic vision, assuring the Health System's culture, systems and procedures support the Foundation, and leading the Foundation staff and volunteers to institutionalize philanthropy and fund development.

This is an extraordinary opportunity to join a newly configured, high-performing senior leadership team in a thriving and evolving healthcare organization. The new executive will join a collaborative leadership team focused on transforming the organization and breaking down silos to promote "enterprise" thinking, while also identifying opportunities for further growth and development.

The Executive Director will chart the organization's new course in fund strategic development recommending short and long range fund development plans that align with the Mount Nittany Health's overall strategic plan to include major and planned gift development, prospect donor cultivation, stewardship and recognition, development of high-performing team and marketing and communication initiatives to increase Foundation recognition and overall brand. The Executive Director will drive team performance to ensure the Health System's strategic initiatives are successfully achieved and will also manage a high profile donor portfolio. He/she will also partner with CEO and Foundation Board of Directors to build and cultivate the brand awareness and a culture of philanthropy amongst Mount Nittany Health System's patients and families, its employees and its broader community of individuals, foundation and businesses.

The successful candidate is an articulate, accomplished leader who has significant executive experience driving strategy and change through influence and passion. He/She must have experience developing and implementing a successful major gifts program with a proven track record of soliciting and closing six-figure gifts or larger; deep familiarity with best practices in identifying new donors, moving donors up the ladder of giving and engaging and stewarding them, and leveraging marketing and communications strategies to expand donor base including written communications and public speaking. As a member of the health system's senior leadership team, this leader must exhibit a passion

for the Health System's mission and values with demonstrated success of taking a Foundation to the next level. He/she must be a transparent and collaborative leader who is able to translate his/her vision to motivate and inspire success within the Foundation team. The Executive Director must be a highly effective leader who is comfortable directing, working with and soliciting major gifts from individuals, foundations, corporations and other funders.

Key Initiatives

Key initiatives for the Executive Director position include:

- Launching a \$15 million multi-year capital campaign to support a \$50 million capital project for upgrading and renovating the Medical Center facilities and clinical programs including women and children's, laboratory, patient rooms and technology.
- Developing and articulating a vision and crafting a strategic fundraising plan resulting in building a high-performing Foundation with a high level of professionalism, passion and dedication;
- Cultivating new sources of revenue by creatively and strategically expanding the existing donor base, with an increased focus on major gifts;
- Developing an overall brand awareness and recognition of the Foundation aligned to the Health System;
- Stewarding and engaging current donors into greater affinity and levels of support;
- Increasing the effectiveness and productivity of the team by serving as a coach and mentor, inspiring and motivating team members with energy and passion; and
- Establishing efficient and best practice systems, processes and structures within the Foundation while integrating and developing relationships with the Health System.

Skills and Abilities

The ideal candidate will have the following professional and personal qualities, skills and characteristics:

1) Knowledge and Expertise

- Results-driven and experienced leader in the field of development with a demonstrable track record of excellence preferably within a health care environment.
- Passionate to build the Health System's culture of philanthropy and to lead and inspire the employees and the Board Members of the Foundation.
- Demonstrated leader in the development profession with a proven track record of closing significant gifts and evidence of exceptional cultivation, stewardship, and solicitation skills with six-figure or over donors.
- Comfortable moving between tactical to strategic leadership as needed and have a proven ability to use metrics to drive development decisions and achieve strategic objectives while ensuring best practices and efficient processes are utilized.

2) Strategic Leadership

- Ability to create an innovative vision and develop buy-in and consensus for the future strategy of the Foundation.
- Adaptable leader who, along with the CEO, sets and articulates a vision for the Health System's next fundraising chapter, builds and executes clear development plans by embracing and adopting best practices to enable success, and analytically evaluates outcomes.
- Proven record of execution of overall strategy.
- Leader with the ability to inspire high-performance team, set priorities decisively, delegate responsibilities, assure accountability and allocate resources to ensure results.
- Success at identifying, developing and retaining top-tier talent, removing barriers to success, providing resources to accomplish agreed-upon objectives and using a variety of techniques to facilitate the subordination of individual needs in order to achieve a common goal.

3) Relationship Builder and Communicator

- Executive presence coupled with the ability to drive strategy and change through influence and passion.
- Show an awareness of sources of conflict and an ability to constructively manage issues and stakeholders in order to arrive at mutually beneficial outcomes.
- Experience in aligning disparate stakeholders to establish innovative, collaborative partnerships.
- Establish rapport and open communication with constituents at all levels and successfully communicate the Health System's mission and objectives.
- Approachable leader who supports a culture of collaboration in the community.
- A proactive communicator that is personable and inclusive.
- Ability to appropriately tailor communication and style of communication to each audience and build relationships with stakeholders in the organization, community and industry.

4) Mission Oriented

- Passion for the mission of the Health System
- High level of integrity, ethics and values

Requirements

- Ten (10) years progressively responsible management experience in areas of philanthropy preferably in a hospital/health system setting and/or non-profit entity.
- At least five (5) to seven years' experience leading and managing a team.
- An earned baccalaureate degree from a four year college or university is required.

Compensation and Benefits

The projected compensation range for this individual will be competitive and in accordance with the background and experience of the selected candidate. Mount Nittany offers a comprehensive benefits and retirement plan.

Non-Discrimination

Mount Nittany Health Foundation is an Equal Opportunity Employer.

Application Process

To apply for this position, submit resume and cover letter to Bill Moran, The Moran Company. **APPLY NOW**

About Mount Nittany Health

The Mount Nittany Health Foundation is supported by Mount Nittany Health and is a not for profit charitable organization governed by a volunteer board of directors. The Foundation is dedicated to improving the quality of life for the communities of Mount Nittany by supporting the advancement of healthcare at Mount Nittany Health. Since its incorporation as a subsidiary corporation in 2003, Mount Nittany Health Foundation has provided significant philanthropic support to Mount Nittany Medical Center and its subsidiaries.

Mount Nittany Health is a \$500M system comprised of a hospital, a 150-member employed medical group, child advocacy center, foundation and collaborative relationships with the region's largest providers. Where MNH stands today is the result of a journey that spans more than 100 years. It all began July 8, 1902, when Bellefonte Hospital incorporated into a frame house with six patient beds. And today, MNH has emerged as a regional health system, growing in scope and prominence, with the mission of making people healthier. The System includes the parent organization, Mount Nittany Health System, along with Mount Nittany Medical Center, a 260-bed acute care facility with emergency, inpatient and surgical services; Mount Nittany Physician Group (MNPG), a practice with over 150 healthcare providers across 30 specialties and located in 17 convenient locations throughout the region; the Mount Nittany Health Foundation, its fundraising and development entity; and the Children's Advocacy Center, a non-profit organization that provides a community-based, child-focused center to facilitate a compassionate and multi-disciplinary approach to the prevention, identification, intervention and treatment of child abuse.