

F·E·G·S

HEALTH AND HUMAN SERVICES SYSTEM

www.fcgs.org, New York, NY

SENIOR VICE PRESIDENT, DEVELOPMENT

THE SEARCH

F·E·G·S Health and Human Services System (F·E·G·S) is one of the largest and most diversified not-for-profit health and human service organizations in the nation. Operating programs in over 350 locations with a budget exceeding a quarter of a billion dollars, it has served more than three million people over the past 76 years. Founded upon Jewish tradition of being responsible one for the other and Maimonides' philosophy of the highest form of charity: *to give our fellow human beings the capacity to use their own resources to be able to care for themselves*, F·E·G·S has created a synergistic system that combines care and compassion with a clear commitment to offer programs that meet current and emerging community needs, and which brings opportunity and hope to tens of thousands of people each year.

F·E·G·S seeks a creative, highly experienced fundraising leader to serve as the Senior Vice President, Development. Guided by the organization's traditions – a commitment to embrace change, the vision to imagine a better future, and a pledge to champion to inherent dignity of the human spirit, the Senior Vice President will strategically build the development operation, while dramatically increasing and diversifying philanthropic support.

Inspired by the powerful diversity of the operations and services of F·E·G·S, the Senior Vice President will create and implement a comprehensive fundraising plan – strategically designed to position F·E·G·S well today and in the future. The Senior Vice President, functioning as the chief development executive with primary responsibility for fundraising, will lead the cultivation, solicitation, and stewardship of donors and prospects. He or she will build and maintain a personal portfolio, while executing innovative strategies to identify and engage new prospects.

A part of the Executive Team, the Senior Vice President will report to the CEO and foster collaborative relationships with colleagues across the organization, in particular with the Executive Vice President, Vice President, Community & Foundation Relations and the Vice President, Planning, Policy and Special Initiatives. He or she will purposefully engage F·E·G·S' Board and executive leadership, colleagues, and other stakeholders in fundraising activities, providing meaningful engagement opportunities and effective support.

The Senior Vice President will possess a stellar reputation for success in the New York philanthropic marketplace. The selected candidate will bring dynamic fundraising leadership, marked by a solid track record of increasing philanthropic support; the focused expansion and diversification of philanthropic revenue sources; experience building and managing a robust, comprehensive operation; and success in closing transformational gifts.

The F·E·G·S organization is team-oriented with a strong sense of purpose and shared values. The ideal candidate will be a mission-driven, compassionate, and positive team member. Along with unquestioned integrity, the selected candidate will possess focused energy, strategic vision, and detailed organizational attention. He or she will be a collaborative team player who is flexible and entrepreneurial, while adhering to the culture and goals of F·E·G·S.

About F·E·G·S Health and Human Services System

The mission of F·E·G·S: *To help each individual achieve greater success, independence and dignity – at work, at school, at home, and in the community – by providing a diverse network of cost-effective health and human services, which meet the changing needs of the Jewish and broader communities, business and our society.*

Established in 1934, by the Federation of Jewish Philanthropies of NY to find employment for unemployed men and women, F·E·G·S (Federation Employment and Guidance Service, Inc. also doing business as F·E·G·S Health and Human Services System and F·E·G·S) has evolved to become one of the largest and most diversified private, not-for-profit health and human service organizations in the United States. A dedicated, talented and committed workforce of almost 5,000 staff, volunteers and interns deliver vital services to some 10,000 clients each day and over 100,000 clients annually. Today, the F·E·G·S network serves both the Jewish and general community and a diverse range of client populations including, disconnected youth, the unemployed, émigrés and refugees, older adults, persons with intellectual, behavioral and physical disabilities, victims of domestic violence, HIV/AIDS and those at the end of life. The organization operates programs in the following health and human service arenas: Employment, Career, and Workforce Development; Welfare to Work, Education and Youth Development, Behavioral Health, Intellectual Disabilities, Rehabilitation, Residential and Housing, Family Services, Home Care, and the Arts. Additionally, twelve subsidiary and affiliate corporations, both not-for-profit and for-profit provide a range specialized housing and home care services, infrastructure and capacity building support and management consulting and technical assistance in areas of information technology, human resources, staffing, and crisis/disaster management

F·E·G·S is a beneficiary of UJA-Federation of New York and a community partner of the United Way of Long Island. Its programs are licensed and approved by numerous governmental organizations and accredited by the CARF (Commission on Accreditation of Rehabilitation Facilities). Additionally, F·E·G·S is committed to establishing an organizational culture that supports and endorses programs of environmental awareness and energy conservation throughout its operations. For more information, please visit [F·E·G·S' award-winning website](#).

IMPORTANT RELATIONSHIPS

The Senior Vice President, Development will report to the CEO. The selected candidate will serve as a member of the Executive Team, which meets monthly as a group.

To achieve F·E·G·S' funding goals, the Senior Vice President will strategically engage and support members of the Board of Directors, colleagues, staff, volunteers, community leaders, and other stakeholders to identify, cultivate, solicit, and steward individuals, foundations, and corporations. The selected candidate will effectively collaborate with the senior-level colleagues – in particular the Executive Vice President, the Vice President, Community & Foundation Relations and the Vice President, Planning, Policy and Special Initiatives – to ensure coordinated messaging and outreach efforts.

The Senior Vice President will build the development operation and be responsible for the effective recruitment and management of a growing staff. He or she will foster communications, maintain best fundraising practices, and encourage participation from all levels across the organization in order to best position stakeholders to execute fundraising initiatives and further the culture of philanthropy.



KEY RESPONSIBILITIES

The Senior Vice President will lead the expansion of philanthropic revenue. Key responsibilities include, but are not limited to:

- Serve as the chief development executive:
 - Guided by F·E·G·S' mission, provide dynamic fundraising leadership through teamwork and collaboration;
 - Lead the cultivation, solicitation, and stewardship of donors and prospects;
 - Proactively build and maintain a personal portfolio, and devise cultivation, solicitation, and closure strategies for each prospect;
 - Effectively and appropriately engage board and executive leadership, colleagues, and other stakeholders in fundraising activities, providing meaningful engagement opportunities and effective support;
- Gain an in-depth understanding and fluency of F·E·G·S' diverse operations and services;
- Design and implement a comprehensive fundraising plan, which reflects F·E·G·S' traditions and culture while effectively positioning the organization to meet short- and long-term philanthropic goals;
- Cultivate and continue strong collaborative relationships with F·E·G·S' board and executive leadership, colleagues, staff, volunteers, and other community members and, in doing so, further the culture of philanthropy across the organization;
- Build and manage the development operation:
 - Effectively build and manage the comprehensive fundraising operation;
 - Align organizational resources to best meet F·E·G·S' strategy and goals;
 - Recruit, train, and mentor staff;
 - Maintain best fundraising and operational practices, camaraderie, shared accountability, and clearly defined goals, as well as increase the effectiveness and cohesion of the fundraising infrastructure;
 - Inspire the development staff through effective motivation and team building – fostering an atmosphere charged with enthusiasm and energy for organizational goals;
 - Leverage the team members' existing capacity and strengthen performance;
 - Oversee systems (Raiser's Edge) for proper and transparent recording of gifts to ensure accountability and timely stewardship;
- Strategically increase philanthropic revenue:
 - Increase funding with the initial goal of growing support for capital and program needs by 50% (from approximately \$10 million to \$15 million);
 - Actively expand the planned giving program;
 - Build the endowment, with the long-term goal of increasing it to at least \$100 million;
 - Ensure that relationships with existing donors are broadened and deepened – promote a bond of loyalty between F·E·G·S and its donors to encourage higher levels of support;
- Diversify philanthropic income sources:
 - Create and execute innovative strategies to identify new prospects;
 - Systematically engage and build relationships with new sources of support.

IDEAL EXPERIENCE & QUALITIES

In addition to the demonstrated ability to meet the responsibilities listed in the preceding section, the ideal candidate will possess the following professional experience and personal attributes:

- Mission-driven professional with a genuine commitment to the mission of F·E·G·S;
- Creative fundraising leader with a solid reputation of success within – and extensive knowledge of – the New York philanthropic marketplace;
- Acumen to build, scale and lead a comprehensive development operation;
- Dynamic, strategic and collaborative leader with a track record of creating and implementing fundraising initiatives, resulting in significant revenue growth and improved operations;
- Track record of increasing support through the purposeful, creative diversification of philanthropic revenue sources;
- Stature, sophistication, and relationship building skills to engage, support, and gain the trust of high-caliber leaders and volunteers, staff, donors, prospects, and other internal and external constituencies;
- Extensive major gifts experience, as well as expertise in all areas of the comprehensive fundraising office: corporate and foundation relations, planned giving, annual giving, events, e-philanthropy, operations, research, development communications, and constituent relations;
- Well established ability to close transformational gifts with leadership, and to close significant gifts personally;
- Inspirational, effective management: the demonstrated ability to recruit, motivate, mentor, and leverage a team's existing capacity to strengthen performance and deepen dedication, while ensuring best practices and transparency;
- Leadership experience within organization of similar scale and complexity to that of F·E·G·S, such as health- or human service-related organization, academic institution or medical center, and cultural institution;
- Excellent communication abilities, including strong writing and listening skills;
- Intellectual curiosity and capacity to elicit and synthesize disparate information and create compelling cases for support;
- Genuine team player with creative manner of approaching issues and devising solutions based on sound judgment and collaboration;
- Politically savvy and skillful in negotiation – the ability to see all sides of an issue and, consequently, prioritize and respectfully balance competing interests;
- Unquestioned integrity, strong ethics, and commitment to the highest standards of excellence;
- Emotionally mature, self-motivated, and confident in his/her abilities without being driven by ego;
- Focused energy, patience, and agility to adapt to changing priorities;

- Collegial personally and assertive professionally, with ability to distinguish between the two;
- Highly attuned cultural sensitivity and ability to work effectively with people from diverse backgrounds;
- Bachelor's degree required; advanced degree highly preferred.

COMPENSATION & BENEFITS

The Senior Vice President's compensation and benefits package will be competitive and commensurate with the selected candidate's background and experience. To ensure market competitiveness and to respond to employees' needs, F·E·G·S provides a diverse range of health and welfare, leave and time-off, continuing education, professional development, and retirement benefit programs.

FREEMAN PHILANTHROPIC SERVICES, LLC (FPS)

FPS is a national leader in executive recruitment for the not-for-profit sector and brings a proven track record of recruiting top talent to diverse organizations. Please visit FPS' [website](#) for more information about this opportunity.

APPLICATIONS & NOMINATIONS

Please send all confidential inquiries, applications, and nominations directly to FPS via e-mail at FEGS@glfreeman.com. All applications must include (1) an up-to-date resume, and (2) a formal letter of interest (addressed to FPS) that specifically cites the experiences that best prepare the applicant for this role and why this particular opportunity is the logical and desired next step in his/her career.

F·E·G·S is an equal opportunity employer.