



Chief Advancement Officer (CAO)

The New York Foundling

New York, NY (Hybrid)

Salary: \$260,000 - \$275,000

The Organization

The New York Foundling is built on a 150-year-old promise to our neighbors, that all children, adults, and families can have the opportunity to reach their full potential. For all of us, unlocking our potential requires support along the way. The New York Foundling provides carefully designed programs, effective and interrelated services, and opportunities for our community members to create transformational change in their own lives. We believe every one of the 30,000 people we serve each year is capable of making the right choice for their future and that circumstance or zip code should not limit someone’s potential. Through our whole-life and whole-person approach:

- We help children and families navigate through and beyond foster care;
- We help families struggling with conflict and poverty to grow stronger;
- We help people with developmental disabilities live their best lives;
- We help to remove obstacles to wellbeing for people across our community through and our health and mental health services—core to building lifelong resilience.

Year Founded	Regions Served	People Served Annually	Annual Budget	Staff
1869	New York City, Rockland County, Puerto Rico	30,000	\$246M	2400

To learn more about The New York Foundling, visit nyfoundling.org.

The Position

The New York Foundling is seeking a Chief Advancement Officer (CAO) to lead its fundraising strategy and operations, with a significant focus on expanding the organization’s major donor program and corporate funding streams. The CAO will serve as an integral member of the leadership team and will drive revenue growth, build the development department’s staff and systems, and serve as a thought partner to the CEO and Board of Directors.

The CAO will lead a committed team to shape the strategic direction and overall management of the organization’s development operations in order to generate \$6M+ in annual private revenue, expand the organization’s philanthropic base, and facilitate the solicitation of government funding.

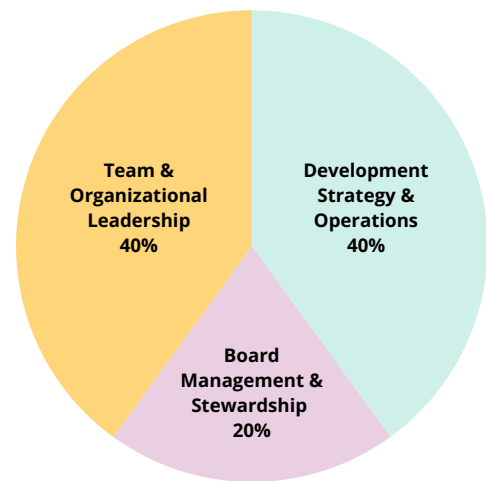
The CAO will oversee 3 direct reports (Director of Individual and Corporate Giving, Director of Institutional Giving, Associate Director of Development Operations) and a full team of 11 staff members, responsible for raising funds and the philanthropic profile of The Foundling. The CAO will also oversee the cultivation and solicitation of funding from government sources, including government proposal submissions and the cultivation of targeted and discretionary funding allocations coordinated by elected officials and government agencies.

In addition, the CAO will have the opportunity to build a marketing team and will work closely with the Senior Vice President of External Affairs and Policy and the existing communications team.

ROLE OVERVIEW

Development Strategy & Operations

- Direct all development activities, including private fundraising from individuals, corporations, and foundations, and public funding from government agencies.
- Create an annual development plan that advances fundraising goals and creates sustainable strategies to manage and grow giving through individual giving, major gifts, board relations, special events, corporate and foundation relations, in-kind donations, and planned giving
- Advise and collaborate with the CEO, board members, and department leaders on current strategies, trends, obstacles, and opportunities to grow revenue
- Support planning and execution for all major fundraising events, including the annual gala Fall Fette, and ensure they generate a positive return on investment
- Oversee volunteer management and in-kind donations, building a strong collaborative relationship with program staff
- Oversee new business development for public funding, collaborating closely with program leadership to identify and vet program expansion opportunities



Board Management & Stewardship

- Partner effectively with the Foundling's Board of Directors to retain and recruit new members and maximize their leadership and networks in fundraising participation
- Lead and steward the board's Development Committee

Team & Organizational Leadership

- Oversee the day-to-day operations of the development department, including budgeting, planning, financial reconciliation, reporting, and vendor relationships
- Empower, support, and lead a team of 12+ staff members
- Mentor and motivate staff to achieve fundraising goals, and lead by example by personally managing a strategically selected major donor portfolio
- Engage other members of the leadership team to facilitate cross-departmental collaboration that ensures that all fundraising strategies positively support The Foundling's evolving strategy and operational needs
- Contribute to the organization's efforts to promote an organizational culture of collaboration, open and frequent communication, and transparency, while also demonstrating high standards of excellence and accountability

THE IDEAL CANDIDATE

The ideal candidate for the CAO position possesses the following competencies:

Strategic Mindset Seeing ahead to future possibilities and translating them into breakthrough strategies	Big Picture Thinking Taking a broad view when approaching issues, using a global lens	Balances Stakeholders Anticipating and balancing the needs of multiple stakeholders in a diplomatic fashion
Plans & Aligns Planning and prioritizing work to meet commitments aligned with organizational goals	Drives Results Consistently achieving results, even under tough circumstances	Builds Networks Effectively building formal and informal relationship networks inside and outside the organization

Additional Qualifications

- Passion for philanthropy and the mission of The Foundling.
- Bachelor's degree with 10+ years of nonprofit development experience. A minimum of 4 years of experience in a leadership role accountable for fundraising outcomes.
- Prior management experience and a history of inspiring and empowering others to attain ambitious goals.
- Proven track record of success in the cultivation and stewardship of major gifts, particularly from individuals and foundations; prior experience with government funding is also desired.
- Experience developing and diversifying revenue streams through a combination of industry best practices and creativity.
- Excited to be a hands-on fundraiser as well as mentor who guides others on the development team and beyond to do the same.
- Demonstrated ability to build a culture of philanthropy within an organization.
- Excellent verbal and written skills that enable you to communicate persuasively and succinctly.
- A combination of diplomacy and optimism that inspires trust and enthusiasm from donors and board members.
- A critical thinker who questions existing methodologies and practices and analytically thinks about fundraising goals and the best approach to achieve them.
- Ability to work under pressure and make decisions in a changing environment with shifting funding needs.
- Highly organized and detail oriented with experience overseeing a CRM for tracking donor cultivation and stewardship.
- Personable, outgoing and comfortable representing The Foundling at a variety of social and community events.
- Experience overseeing or building a marketing/communications team a plus.

WHO WE ARE

Work Environment

The position operates within a hybrid workweek, with a minimum of 2 days in-person days at The Foundling's office in Manhattan.

Commitment to Diversity, Equity, & Inclusion

The New York Foundling is committed to attracting and retaining a diverse employee population. The Foundling will honor your experiences, perspectives and unique identity. Together, our community strives to create and maintain working and learning environments that are inclusive, equitable and welcoming.

COMPENSATION AND BENEFITS

Salary

\$260,000-\$275,000

In addition, The Foundling offers a generous package of benefits, including health, dental and vision insurance; life insurance; short and long term disability; 403b retirement plan with an employer match; transit check, tuition reimbursement, and generous time off including 20 vacation days, 10 sick days and 12 holidays.

TIMELINE AND NEXT STEPS

If you are interested in this position, please click [here](#). All applicants will receive an email confirming receipt of their application.

Natalia Kepler
Senior Talent Consultant
nkepler@drgtalent.com

Chasity Nickleson
Associate Talent Consultant
cnickleson@drgtalent.com

[Submit an application](#)