SEARCH PROSPECTUS

Senior Associate Vice President of Development for Schools and Colleges

Development and Alumni Relations
Virginia Commonwealth University
Richmond, Virginia
THE OPPORTUNITY

During this unique moment in time, Virginia Commonwealth University (VCU) is leading a movement that makes an equitable, healthy and prosperous future a reality for all human beings. We’re focused on creating the most impactful student and patient experience in the nation through transformative research, collaborative engagement, access to health care and student success. VCU seeks an experienced, visionary and transformational leader to be its next Senior Associate Vice President of Development for schools and colleges to serve as a coach, mentor and leader of a high functioning advancement team responsible for securing philanthropic funding that will help shape the future of the university.

Reporting to the Vice President for Development and Alumni Relations, the SAVP works in close concert with senior leaders from across the institution and is responsible for maximizing philanthropic support for the university’s strategic priorities. The SAVP is responsible for evolving the campus front-line fundraising program from its current stage toward the level of best-in-class among peer institutions. The SAVP will have broad authority to work with university leadership to identify key deliverables and develop the measures of effectiveness that foster a culture of philanthropy at VCU.
KEY RESPONSIBILITIES

- Serve on the Senior Leadership Team of VCU Development and Alumni Relations, as well as the university's campaign operating committee.
- Coach and mentor fundraising professionals of varying experience and accountability.
- Develop and manage annual fundraising plans and budgets for teams assigned to constituencies of assigned schools and colleges.
- Maintain a portfolio of interdisciplinary principal gift donors who support the strategic needs of the university.
- Nurture productive and trusting working relationships with deans and academic directors to develop and support mission-critical priorities.
- Uphold university-wide standards for annual fundraiser achievement.
- Execute annual fundraising operating plans for assigned schools and units.
- Inform and engage academic leadership on major donor activities, including all cultivation work as well as specific gift activities that involve assigned schools and colleges.
- Execute comprehensive campaign activities, projects and fundraising goals as directed by the Vice President of Development and Alumni Relations.
- Champion a comprehensive, one-university fundraising strategy.
- Serve as counsel for complex and blended gift strategies, in partnership with university-affiliated foundations and volunteers.
- Demonstrated experience working for an academic leader and successfully executing their fundraising strategy
- Experience leading gift officers to meet annual and campaign fundraising goals
- Demonstrated knowledge of the principles, ethics and practices of successful fundraising including campaign leadership or management experience
- An outgoing and positive personality, strong interpersonal skills and a collaborative working style
- Strong written, oral and data-analysis skills
- Coaching skills that are consistent with bringing out the best in staff and instilling pride and ownership in a team effort
- Ability to develop, in partnership with staff, robust metrics programs that incentivize collaboration and performance
- Familiarity with technology, software and digital tools to communicate and engage with others
- Demonstrated ability to execute objectives and goals aligned to the mission of a complex, urban university and the ability to persuasively represent its goals to multiple constituents
- Ability to plan and execute travel for donor visits that may include overnight trips

QUALIFICATIONS AND EXPERIENCE

- Bachelor's degree or the equivalent combination of education, training and experience
- Minimum of 10 years of experience in increasingly responsible roles in university advancement within a large, complex institution
- Demonstrated experience working in and fostering a diverse faculty, staff and student environment or commitment to do so as a university professional at VCU
- Demonstrated experience closing principal and major gifts at an institution of higher education or health care institution
- Advanced degree in a related field and significant related experience
- Management experience leading strategy in a complex organization
- Campaign and principal gift planning experience in higher education
- Ability to successfully, routinely and collaboratively close gifts of $1 million-plus
- CFRE certification

Preferred
ABOUT VIRGINIA COMMONWEALTH UNIVERSITY

VCU was founded in 1838 as the Medical Department of Hampden-Sydney College, later becoming the Medical College of Virginia. In 1968 the Medical College of Virginia merged with Richmond Professional Institute and was named Virginia Commonwealth University.

Today VCU has students from 47 states and 103 countries. It has a $6 billion economic impact and is the largest employer in Richmond, Virginia. The university has more than 200 programs available to students, and U.S. News & World Report ranks 28 of our graduate programs in their Top 50.

At VCU, we Make It Real through learning, research, creativity, service and discovery — the hallmarks of the VCU experience. A premier urban public research university nationally recognized as one of the best employers for diversity, VCU is a great place to work. It’s a place of opportunity, where your success is supported, and your career can thrive. VCU offers employees a generous leave package, career paths for advancement, competitive pay and an opportunity to do mission-driven work.

To learn more about VCU visit www.vcu.edu.

ABOUT THE OFFICE OF DEVELOPMENT AND ALUMNI RELATIONS

The mission of Virginia Commonwealth University’s Office of Development and Alumni Relations is to maximize philanthropic support by engaging stakeholders with our institution, working in partnership with all VCU schools, programs and campuses as one development and alumni relations community and implementing the best practices and efficient strategies to achieve a comprehensive development program.

Vice President Jay E. Davenport, CFRE, leads the development and alumni relations teams across the institution. Now topping 240 staff, the development enterprise is a hybrid operation, with a strong central team dedicated to marketing and engagement, alumni relations, advancement services and centralized philanthropy services that include regional, planned, corporate and foundation giving. Each dean also has a development team that co-reports to DAR.

OUR VALUES

Act with integrity: Hold ourselves to the highest standards of accountability, honesty and dependability.

Champion inclusivity: Honor diversity in all forms through collaboration, respect and trust.

Demonstrate tenacity: Consider every challenge an opportunity to work with an open mind, a flexible attitude and an innovative mindset.

Recognize success: Celebrate the impact of our work as well as our collective and individual achievements.

Pursue excellence: Always reach higher to achieve best-in-class, donor-centric results.

AS A TEAM MEMBER, YOU WILL:

- Maintain and encourage trusting and respectful professional relationships within the team and throughout DAR and VCU.
- Practice appreciative leadership and an outward mindset across teams of varying talents and backgrounds.
- Collaborate with peers and stakeholders to instigate and support holistic change in strategy, systems and business processes.
- Work in a fast-paced, performance-based professional environment.
- Align with DAR’s core purpose and values.

To learn more about VCU’s Office of Development and Alumni Relations visit www.support.vcu.edu.
ABOUT RICHMOND, VIRGINIA

Established as the commonwealth’s capital in 1779, Richmond is a vibrant mix of history, diverse culture and real-world opportunities. Its rich history is much in evidence in the architecture, the Capitol grounds and the cobblestone streets around the city. Distinct neighborhoods, cozy restaurants, cafes and quaint local markets give the city an intimate feel. The theaters, galleries, music festivals, sports attractions and a steady stream of annual events bring the region to life. With the historic James River and 550 acres of parks bordering it, bike trails, wineries, breweries, a flourishing art, entertainment and restaurant scene, and affordable suburbs, this small city with a low cost of living punches well above its weight in terms of attractions and buzz. VCU is at the heart of Richmond, and its influence in the city is abundant.

- One of 52 places in the world to visit in 2020 (New York Times, 2020)
- One of the Top 10 U.S. cities to visit (Forbes, 2018)
- No. 3 best place in the world to travel to (Travel + Leisure, 2016)
- One of the best American cities for creatives (Thrillist, 2019)
TO APPLY OR INQUIRE

Applications should include a resume, letter of interest and a diversity, equity and inclusion statement. The search will be carried out with full confidentiality; candidates will be notified before references are contacted. To be officially considered for this position, all applicants must apply through Talent@VCU Recruiting. Apply or learn more about the opportunity, visit tinyurl.com/2ua9vbfm.

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For confidential inquiries or to nominate someone for this opportunity, please contact Julia Ayscue, executive director of Talent Management, at joayscue@vcu.edu.

Virginia Commonwealth University is an equal opportunity, affirmative action university providing access to education and employment without regard to age, race, color, national origin, gender, religion, sexual orientation, veteran's status, political affiliation or disability.
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