



Director of Philanthropy

Who We Are:

JoyRx Heals All.

At Children's Cancer Association (CCA), we believe Joy is an unlimited resource and undeniable right. We champion purple, but know Joy heals young patients of all colors, no matter what language they speak, where they hail from, or live—ensuring all have equal access to no-cost, Joy-based programming.

We champion our team of unique individuals to feel empowered and bring their full, authentic selves to the workplace, regardless of how one identifies.

At CCA, we know it takes more than medicine to treat cancer and serious illness. When a child is facing life's most challenging moments, it's not enough to try to fix their body—we must also help them heal emotionally.

For over 25 years, CCA has delivered programs to help young patients find their Joy. JoyRx® programs feature music, mentorship, and nature to create feel-good moments for seriously ill kids and help them positively shift their mood to relieve the sadness, anxiety, and isolation experienced during lengthy treatments and hospitalizations—transforming their pediatric healthcare experience.

Who you are:

You are excited about leveraging CCA's strong brand, powerful mission and influential board leaders to meet CCA's ambitious revenue goals. You bring courage, passion and drive for excellence in everything you do. You will build and lead a frontline fundraising team, thrive in a results-oriented, fast-paced environment, and have proven experience growing major gifts and annual revenue for mid to large sized non-profits.

This leadership position is responsible for growing the major and annual giving programs at CCA. To successfully meet and exceed major giving goals, the Director will leverage their own fundraising expertise while effectively managing a team focused on fundraising, stewardship and cultivation.

This position reports to the Senior Vice President of Revenue & Development.

Core Responsibilities

Leadership & Revenue Strategy

- Lead major gifts program including strategies to qualify, cultivate, solicit, upgrade, steward, and recognize major donors. Develop and implement multi-year, comprehensive engagement strategies for highest-level donors.



- Build and train a high-performing team of major gift officers and data services professionals to work efficiently, actively manage their portfolios, and close gifts.
- Manage and promote proper use of a moves management system to ensure prospect pipelines are refreshed, pursued, and fully engaged. Direct use of analytics and reports to provide a disciplined approach toward goal achievement and projections.
- Lead team members by providing leadership, direction and goal setting to drive the success of team performance in major gifts, annual appeals, donor relations and planned giving categories.

Fundraising & Donor Engagement

- Manages a portfolio of major and planned gift prospects
- Annually responsible for securing gifts ranging from \$10K to \$100K+. This position will manage a yearly portfolio of 125 donor prospects and be responsible for personal revenue goals and ensuring team fundraising success.
- Work directly with the CEO and SVP of Revenue & Development to manage their portfolios, and the engagement of key board leaders and annual major donors.
- Collaborate with key campaign volunteers and board members in the solicitation process of both major gifts and corporate partnerships.
- Ensure that donors experience high quality interactions that foster long-term engagement and investment in CCA's mission.
- Oversee the donor relations plan that ensures all major, corporate and planned giving donors receive appropriate, consistent recognition, stewardship and an accounting of the impact that their gift.
- Produce monthly reports for VP of Development that monitor, track and utilize donor metrics to aid in departmental strategy, track performance and monitor donor satisfaction.
- Create customized major gift proposals including creative concepts, corporate partner activation, employee and volunteer engagement, and budget requirements.

Ideal Candidate Qualifications:

Any skills gained through education, work experience (including the military) or life experience that are relevant for this position. Be sure to describe any transferable skills in your application and clearly explain how they apply to this position. CCA will consider work, volunteer, academic, and life experience as we evaluate candidates for the skills needed to be successful in this position.

- Excellent communication skills, both written and verbal; executive presentation skills; ability to influence and engage a wide range of donors and build long-term relationships



- Maintain technical expertise in tax, investment, and legal aspects of charitable giving and articulate this expertise clearly and effectively in discussions with prospective donors, their counsel, colleagues, and volunteers.
- Analyze problems, identify alternative solutions, project consequences of proposed actions, and implement approved recommendations
- Dynamic leadership skills to motivate and educate team members
- Strong listening skills and demonstrated ability to develop and maintain effective relationships with a variety of stakeholders
- Excellent interpersonal skills, including the ability to interact with C-level contacts
- Maintain a high level of integrity and consistent ethical judgment in all working relationships and related duties
- Outstanding planning, organizational, and analytical skills
- Sound judgment in problem-solving and decision-making techniques
- Demonstrated experience with leading teams to meet financial goals
- Able to balance competing priorities, complex situations and tight deadlines
- Fluency in cultural constructions, awareness of social inequality, and demonstrated knowledge of the history of racism, inequality and their impact on communities of color.

Core Competencies

- *Visioning* – Effective performers are imaginative. They can create a vision of a preferred future for their team. They communicate it clearly and enthusiastically in such a way that others are attracted to it. They can bring the vision to life for team members.
- *Inspirational Influence* – Effective performers inspire excitement and momentum for change. They create a sense of direction and purpose to strive towards a compelling vision of the future by embracing and embodying core values. They influence others to translate vision into action.
- *Strategic Thinking* – Effective performers act with the future in mind. They plan for and make decisions within the framework of the enterprise's strategic intent. They know and understand the factors influencing strategy and they consider future impact when weighing decisions.
- *Revenue Generation* – Effective performers are experienced with developing resources, partnerships and philanthropy. They can assess, implement and evolve new business opportunities. They establish and monitor appropriate revenue metrics. They interpret and use financial and donor data to make informed business decisions.



- *Coaching and Counseling* – Effective performers see themselves as coaches and mentors and actively develop their team. They effectively instruct employees at all performance levels and enjoy helping team members grow. They set goals for their people, communicate them clearly and specially, and use objective means to monitor progress towards those goals. They offer clear, direct, and timely feedback, and provide training, direction and support. They are able to successfully redirect performance that falls short of expectations.

Education & Experience

- Bachelor's degree, 7-10 years of progressive experience in development, fundraising, philanthropy for a mid to large size organization
- Experience supervising direct reports and/or teams
- Rich development background, with progressive and successful experience in major gifts portfolio management and closing major gifts, resulting in a proven track record of meeting revenue goals.
- Demonstrated success in relationship-building processes, including strategy, approach, execution, delivery, and collaboration.
- Familiarity with CRM databases and Microsoft Office suite
- Knowledge of Raiser's Edge, preferred

Travel

If based in Portland, this position requires occasional travel in the Portland Metro area. If based in Austin, this position will require occasional travel to CCA HQ in Portland, OR.

Work Environment

CCA offers a hybrid work environment with both onsite (professional open office environment) days and opportunities to work remotely up to 2 days/week.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job with or without a reasonable accommodation.

Due to the nature of CCA's work with immunocompromised children, it is our responsibility to take every precaution possible to protect the health and safety of the children and families we serve. All CCA employees, regardless of work location, are required to receive COVID-19 vaccinations as recommended by the CDC, including any recommended boosters, unless a reasonable accommodation is approved.



Frequently operates a computer and other office equipment, such as a calculator, copy machine, and computer printer. This position requires the ability to perform basic math and speak, hear, write, and read English; occasionally and/or move up to 10 pounds.

Position Type/Expected Hours of Work

This is a full-time exempt position. Some flexibility in hours is allowed; business hours are generally Monday through Thursday, 8:00 am – 5:30 pm and Friday 8:00 am – 12:00 pm.

Compensation:

CCA is a growth organization that looks for team members to grow with it. CCA offers a generous total rewards package, casual work environment and an inclusive culture. No matter the role, every CCA role shares one galvanizing message, to bring joy, comfort and inspiration to every child or teen in their moment of need.

Competitive benefit package and salary commensurate with experience, salary range is \$80,000-\$100,000 DOE and track record.

Generous benefits, including:

- Heavily subsidized medical, vision, dental and alternative care benefits;
- PTO & nine paid holidays;
- Voluntary short- and long-term disability;
- Flexible spending plan;
- Simple IRA with 3.5% CCA match;
- Paid four-week sabbatical to pursue creative talents after eight years of service;
- Subsidized on-site parking or public transportation reimbursement

Application Guidelines:

Complete the [application](#) through our application portal and answer the following two questions in your cover letter:

1. Tell us how your previous work history has prepared you for this role
2. Provide salary expectations

General Information:

The position is based in Portland, Oregon or Austin, Texas. The position will be open until filled. CCA is an Equal Opportunity Employer committed to maintaining a non-discriminatory and dynamic work environment that values diversity and inclusion, respect and integrity, stakeholder focus, and innovation. AA/EOE/VETS/Disabled.

This job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. The above statements are intended to describe the general nature and level of work being performed by individuals assigned to this position. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required for the position. Job duties may change at any time with or without notice.