**ROLE PURPOSE**

**Role Title:** Leadership Giving Manager (USA)

**Division:** Public Affairs

**Location:** Flexible (New York or California preferred)

**Employment type:** Full Time, Permanent

**Reports to:** Chief Growth Officer & Head of North America

**Number of direct reports:** 2

**Date:** December 2023

**Leadership Band:** Leads Self

**Purpose of the role:**

The Fred Hollows Foundation is an award-winning International NGO working to end avoidable blindness in 25 countries around the world. The Foundation actively fundraises across five regions: Australia, Asia, Europe, North America and the Middle East with in-country teams delivering localized fundraising strategies in support of our global ambitions.

Today 1.1 billion people around the world are needlessly blind. If we do nothing, the next 30 years will see vision loss nearly double. To address this, The Fred Hollows Foundation is embarking on an ambitious and sector leading global fundraising Campaign, unlocking significant new resources to make a truly catalytic change in the battle against avoidable blindness around the world. The USA, as a center of wealth and leadership in strategic philanthropy, is an integral region for fundraising for the Campaign.

The Fred Hollows Foundation USA is looking for a highly motivated, effective and expert senior major donor fundraising professional to lead the development of our major giving program across the United States, working as part of a global Campaign team.

The Leadership Giving Manager will lead and own the outcomes of:

1. **Strategy:** Leverage the existing major donor strategy, elevate its design and development and deliver significant philanthropic growth in the U.S. to accelerate the impact of The Foundation’s programs globally.
2. **Prospects Development:** Develop and execute donor-centric programs and activities to identify, cultivate, solicit, and steward donors at the $1,000,000 level or higher. Cultivate relationships with individual donors personally and create customized solicitation strategies, matching the objectives of the organization and interests of the prospective donors. Reporting to and working in close collaboration with the Head of North America, this role will also work with the Head of Global Comprehensive Campaign, Board members and other key philanthropy team members to identify, cultivate, solicit and steward leadership gifts to the Campaign and facilitate peer-to-peer fundraising.
3. **Development in a New Market:** Building on the U.S. brand strategy, network and raise awareness of The Foundation in North America. Design and execute strategies to strengthen engagement with current stakeholders and new prospects while enhancing The Foundation’s brand presence.
4. **Team Management:** Lead and coach a team of two senior philanthropy officers to build the major donor program and achieve revenue growth. Support team member’s professional development and promote staff retention.
5. **Global Collaboration:** Collaborate with colleagues on local and global projects and initiatives as appropriate; liaise with colleagues in other FHF markets to share innovations and best practices and, where needed, provide support; and interface with program colleagues around the world to meet donor needs and organizational fundraising needs.
6. **Campaign success:** Work with the Campaign team to develop and localize the Campaign case for support and fundraising methodology to maximize philanthropic support from North America

**Our Capabilities:**

As a member of The Foundation Family you will:

1. Live by the values of The Foundation and support The Foundation’s culture, performance and brand.
2. Adhere to all The Foundation’s policies and procedures.
3. Strengthen the health, safety and well-being of all/look out for the well-being.
4. Lead, collaborate and contribute in all interactions.

**Essential Experience:**

- Minimum ten years’ experience as a senior major donor fundraiser and development team manager required.
- Evidence of successfully developing and implementing strategies to grow a major donor program, increase donor retention and recapture.
- Experience soliciting and closing 7+ figure gifts and proven success with complex programmatic requests required.
- Experience supporting C-suite and Board leaders in fundraising solicitation and successful closing of 7+ figure gifts.
- Demonstrated experience building long-term relationships to deliver growth against targets.
- Experience in managing and tracking high volumes of prospects and donors.
- Experience managing people and working with cross-functional, cross-cultural teams.
- Budget management experience within a not-for-profit environment or other relevant environment.
Skills:
- A proactive, entrepreneurial spirit and strong collaborative work ethic.
- Deep understanding of the philanthropic landscape and associated trends in the USA.
- Excellent written and verbal communication skills, including persuasion and negotiating abilities, effective listening, diplomacy and tact.
- Exceptional interpersonal skills with the ability to manage a wide variety of diverse relationships utilizing a collaborative approach to communication.
- Integrity in all interactions.
- Innovative, analytical and strategic minded, with project management skills.
- Strong time management skills, ability to multi-task and meet deadlines.
- A flexible and adaptable work style, with the ability to manage competing priorities and respond quickly to opportunities.
- Ability to lead through times of change and be flexible in the face of changing priorities.
- Be creative, and a measured risk-taker.

Desirable Experience:
- Experience in international development and NFPs.
- Understanding of the impact investment space.
- Experience managing bespoke fundraising programs.
- Experience converting complex program language into clear proposals.

Qualifications:
- Tertiary degree qualifications in relevant field or similar work experience.

Travel:
Travel will be required primarily within the USA, and occasionally to accompany donors to field locations.

This role purpose defines the broad accountabilities of the positions, which may change based on organisational need. Please refer to the divisional, team and individual work plans for more specific details.

The position involves:
This position is recognised as having "Contact with Children" either direct or indirect
This position does not involve "Working with Children" either direct or indirect.
This position does involve working with beneficiaries, donors and/or partners

Additional Responsibility:
Ensure that the work for which they are responsible is carried out in ways, which safeguard the health and safety of workers.

To work in The Foundation, you will:
- Be eligible to work in Australia and other regions where you will be based
- Undergo background check including criminal records and qualifications check
- Undergo working with children check for positions that are identified as working with children