

ROLE PURPOSE



Role Title: Vice President of Development

Division: Public Affairs

Location: USA – NYC highly preferred

Date: July 2026

Employment type: Full-time

Reports to Head of North America (dotted line to Head of Global Philanthropy)

Number of Direct Reports: 3

Purpose of the role:

Reporting to the Head of North America, the Vice President of Development is a senior strategic fundraising leader responsible for shaping and executing FHF USA's philanthropy strategy — securing transformational philanthropic funding and strategic partnerships that advance The Fred Hollows Foundation's global mission and impact priorities.

In collaboration with the Head of North America, the role leads the cultivation and stewardship of high-value relationships with US-based global foundations, ultra-high-net-worth individuals, donor-advised funds, corporate partners, and institutional funders, securing high-value, multi-year investments that support sustainable growth and program impact.

As a senior leader within the US market, the role combines external partnership leadership with strong internal collaboration to identify, develop, and position compelling funding opportunities, ensuring alignment with global priorities and effective delivery of fundraising outcomes. The role also builds and leads a high-performing philanthropy function, contributing to organizational growth and long-term revenue sustainability.

Key Accountabilities:

- Strategic Partnership Development and External Leadership:** Lead high-value relationship and business development across FHF's key partner segments, from U/HNWIs and Donor Advised Funds (DAFs) to corporations and institutional and multilateral partners, building the profile and positioning that establish FHF as a premier, high-impact implementing partner in the global eye health sector.
- Revenue Growth and Transformational Funding:** Secure transformational funding across foundation, UHNWI, DAF, corporate, and multilateral/government channels through structured business development, compelling investment narratives, and high-quality proposal development, delivering against ambitious annual and multi-year revenue targets.
- Pipeline Strategy, Donor Intelligence and CRM Rigor:** Build and steward a focused, investment-ready portfolio of philanthropic and blended/innovative financing opportunities, underpinned by rigorous pipeline management, donor intelligence, and consistent CRM use.
- Strategy Execution and Global Alignment:** Execute the US philanthropy strategy in alignment with FHF's global strategic priorities, coordinating closely with global teams on jointly managed opportunities.
- Cross-Functional Collaboration and Integrated Delivery:** Partner closely with program, finance, communications, and global philanthropy teams to ensure opportunities are strategically aligned, operationally viable, and grounded in compelling, evidence-based narratives.
- Team Leadership, Capability and Culture:** Build and grow a high-performing philanthropy function, strengthening capability in institutional and structured fundraising while fostering a collaborative, high-impact culture across the US market and the wider international team. Contribute actively to FHF USA's strategic leadership and organizational effectiveness.

Success Measures - Performance will be assessed on a combination of:

- Revenue outcomes against annual and multi-year targets
- Number and value of new multi-year and transformational partnerships secured across UHNWI, DAF, foundation, corporate, and multilateral channels
- Strength, quality, and conversion of the funding pipeline, supported by rigorous donor intelligence and CRM use
- Effectiveness of US strategy execution and alignment with global philanthropy priorities, including coordinated engagement with global teams on shared opportunities
- Quality of cross-functional collaboration in developing strategically aligned, operationally viable funding opportunities Demonstrated leadership impact across the philanthropy function, including growth in team capability and culture

Capabilities of the role:

- Strategic Partnership & Relationship Management: Building and sustaining high-value relationships across foundations, UHNWIs, DAFs, corporations, and institutional/multilateral partners, and driving end-to-end development of opportunities for program investment at scale.
- Institutional & Transformational Business Development: Securing institutional, government, and transformational gift funding through rigorous, compliant, high-quality proposal and grant processes.
- Pipeline Strategy & Donor Intelligence: Managing a disciplined donor and funding pipeline, using CRM systems and donor intelligence to support prioritization, forecasting, and reporting.
- Concept and Program Design: Developing robust, fundable concepts aligned to country-led impact and investment plans and implementation, drawing on cross-functional and culturally informed collaboration.
- Strategic Alignment & Global Coordination: Executing US philanthropy strategy in coordination with global teams on shared funders and jointly managed opportunities.
- Impact Positioning and Communications: Working closely with technical teams to translate complex technical and development evidence into compelling investment propositions to drive donor engagement and conversion.
- Team Leadership & Culture Building: Leading, developing, and mentoring a high-performing philanthropy team, fostering a collaborative, high-impact culture

Skills:

- Exceptional written and verbal communication skills
- Ability to translate complex global health programming into compelling donor narratives
- Confident and compelling engagement with senior leaders and Board members
- Strong commitment to maintaining confidentiality and discretion
- Detail-oriented with the ability to work under tight deadlines
- Self-motivated with the ability to initiate projects and ideas
- Skilled at managing and mentoring a high-performing team and building a positive culture
- Ability to translate global strategy into market-level execution and coordinate effectively with global teams.

Travel:

As required – international and domestic

Essential Experience:

- 10+ years' experience in UHNWI/major donor and institutional philanthropy fundraising
- Experience working within or in close partnership with international NGOs, global health organizations, or development-focused nonprofits
- Proven track record building new funder relationships and securing multi-year, seven-figure plus gifts and complex institutional/government grants
- Deep, established relationships in the global foundation and major-donor community
- Strong strategic and hands-on capability, spanning strategy development through proposal writing
- Experience managing donor pipelines and CRM systems to support prioritization, reporting, and decision-making
- Experience mentoring high performing fundraising teams
- Sound professional judgement navigating sensitive donor relationships
- Experience in blended/innovative financing models

Desirable Experience:

- Ability to operate in a lean, fast-paced environment, demonstrating initiative and adaptability
- Ability to work collaboratively across diverse cultural and geographic contexts, building relationships grounded in mutual respect, shared accountability, and recognition of locally led approaches and expertise

Qualifications

Bachelor's Degree required, master's degree preferred.

This role purpose defines the broad accountabilities of the positions, which may change based on organisational needs and Impact focus.

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.

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

Employees are expected to work within reasonable hours and raise capacity constraints to enable reprioritization

To work in The Foundation, you will:

- Be eligible to work in the country there this role will be based.
- Undergo background check including criminal records and qualifications checks as required
- Undergo working with children check for positions that are identified as working with children

