



EXECUTIVE SEARCH OPPORTUNITY PROFILE

For the position of:

Director, Major Gifts

Canadian Friends of Hebrew
University (CFHU)

November 2010



**executive
search &
recruitment**

ADVANCING NONPROFITS

SUMMARY OF THE OPPORTUNITY

We are excited to announce the search for a Director, Major Gifts for Canadian Friends of Hebrew University. Since 1944, CFHU has been dedicated to supporting Hebrew University located in Jerusalem, Israel, one of the most respected centers of higher learning in the world. Since its inception, CFHU has raised more than a half of billion dollars for a wide range of research and academic programs. while providing academic scholarships to over 50,000 Canadian and Israeli students.

The individual who assumes these responsibilities will have an opportunity to participate in a significant way in the continued growth of support for Hebrew University while helping serve the philanthropic needs and desires of their donors.

This is an exciting opportunity for an individual who is a successful fundraising professional and has the desire to assist CFHU leadership and donors achieve their bold, inspirational goals for the future.



Canadian Friends of Hebrew University Mission

CFHU's primary goal is to raise awareness of the Hebrew University of Jerusalem, generate funds, support activities, programs and research at the university, as well as recruit qualified Canadian students to study at Hebrew U. Secondly, it supports the development of academic ties between Canadian universities and Hebrew U, and offers quality educational programs to local communities highlighting the achievements and expertise of the Hebrew University of Jerusalem.

THE ORGANIZATION

CFHU BACKGROUND

Since its founding in 1944, CFHU has been dedicated to supporting Hebrew University and helping it remain one of the most respected centers of higher learning in the world. CFHU facilitates academic and research partnerships between Canada and Israel, as well as establishes scholarships, supports research and cultivates student and faculty exchanges. Hebrew University was founded in 1918 by Albert Einstein, Martin Buber, Chaim Weizmann and Sigmund Freud among

others whose genius inspired a university without limits or borders. That work continues today with CFHU's dedication to supporting Hebrew University in its efforts to remain one of the most innovative learning institutions in the world.

CFHU TODAY

Today CFHU is headquartered Toronto Ontario serving communities in Montreal, Ottawa, Toronto, Winnipeg, Edmonton, Calgary and Vancouver enabling them to draw from deep connections in these areas.. Their work is focused on bringing value to its donors in exciting, relevant ways that not only generate financial support but also enrich the lives of students, faculty, and visitors to the university. Through the inspiration and vision of the university's co-founders, CFHU showcases the university's significant role in Israel and how its groundbreaking work in all fields contribute to humanity around the world. To strengthen the link between the university and its donors, CFHU organizes quality educational programs, events and other opportunities for donors to interact the esteemed members of HU's faculty.

Under the able leadership of its current President and CEO, CFHU has broadened its view of their role and how to achieve it. The culture of the organization has transformed from one that was endowment and program centric to strengthening fundraising efforts through recruiting a new Vice President of Development 18 months ago and focusing on a broader mission that goes beyond fundraising. Two initiatives that highlight this effort can be seen in the partnerships CFHU has formed with 30+ well-respected institutions including universities, medical facilities and research organizations and a \$15 million project to support medical research at Hebrew University.

The outlook for CFHU is positive and there is an excitement within the organization for the work they do. A small but dedicated staff of professionals have positioned CFHU to continue to grow and achieve greater and more far-reaching goals in their support of Hebrew University.



CFHU FUTURE

CFHU strives to identify new opportunities to enhance and expand their efforts in raising financial support for the university and exciting opportunities for donors to participate in Hebrew University's continued success. There are several initiatives underway. CFHU, along with other Friends organizations around the world, are supporting an ambitious fundraising plan whose objective is to reinforce the university's standing as Israel's leading academic institution now and in the future. In 2018, Hebrew University leadership committed to raising \$1 billion over a seven-year period. This time period was chosen as it reflects the period between the university's founding in 1918 and completion of campus construction in 1925. The campaign, A Tradition of Innovation, will raise monies for 7 strategic

priority areas: Human Health, Global Collaboration, Sustainable Planet, High-Tech Jerusalem, Leadership for Tomorrow, Better World and Building capacity.

More than simply a fundraising organization, CFHU seeks to bring value to its donors and friends in exciting and relevant ways that not only generate donations, but that also enrich the lives of all CFHU constituents as well as students, faculty, and visitors to the university. These initiatives are constantly evolving through the collective input of our donors and the university itself. These initiatives include:

- **Albert 100 Visions**--It's been over 100 years since Albert Einstein published his special theory of relativity. As one of the founders of the Hebrew University of Israel, we seek to celebrate his spirit through The Albert Experiment; an entity dedicated to promoting his scientific and humanitarian ideals through a series of ground-breaking initiatives.
- **THE EINSTEIN ARCHIVE AND VISITOR CENTRE**--The first and only institution to celebrate the life, history, and vision of Albert Einstein. Built around the unique collection of The Hebrew University of Jerusalem, where Einstein bequeathed his entire personal archive, the archive will be a global attraction dedicated to science and humanitarian ideals.
- **GENIUS: 100 VISIONS OF THE FUTURE**--A once-in-a-century publishing event with the world's greatest thinkers in Medicine, Physics, Chemistry, Economics, Literature, The Arts, Entrepreneurship and more sharing their visions for the future in the world's first 3D-printed book.
- **The Albert Experiment**--The Albert Experiment and the Einstein Legacy Project, in collaboration with Lune Rouge, have partnered to develop and produce the 1st Annual Einstein Youth Forum as opening events on Sept 7th and 8th, 2017 for the 100th anniversary Celebrating a Century of Genius weekend festivities.
- **EINSTEIN YOUTH FORUM**--The days preceding the Celebrating a Century of Genius weekend featured a unique youth summit designed to inspire the next generation of genius through a series of events celebrating Einstein's spirit, innovation and education in Canada, including a symposium showcasing visionaries from the Genius: 100 Visions of the Future 3D-printed books.

THE OPPORTUNITY

Those initiatives listed above as well as others will frame the work of the fundraising and donor engagement for the foreseeable future. In so doing, the future at CFHU and Hebrew University is exciting and in a changing fundraising landscape, there will be challenges too.

To achieve the success as they have defined it, leadership recognizes the need to strengthen its Office of Development. With sound leadership in place, there is an identified need to recruit a Director, Major Gifts who is motivated, thoughtful, detail-oriented, and has the personal skills to engage donors and friends of CFHU. The successful candidate will report to the Vice President of Development and play a key role in building relationships with donors, alumni, and other constituents while securing investments from their assigned portfolios.

ROLE & CANDIDATE PROFILE

The new Director, Major Gifts will be a passionate and outgoing fundraising professional with previous portfolio experience, a demonstrated history successfully developing and soliciting major donors (\$10,000 and above), and a deep appreciation and affinity for the vision and work of CFHU. Current leadership experience and/or leadership potential will be viewed positively for successful candidates.

The new Director, Major Gifts will take leadership of a portfolio of existing major donors as well as plug into a multi-tiered development program that deploys resources at every level of the giving pyramid and donor pipeline. While this is not a lone-wolf scenario, the new Director, Major Gifts will be self-motivated and goals oriented to proactively grow his/her portfolio by assessing and leveraging CFHU's donor data base and resources as well as by working on elevation strategies with CFHU's various acquisition channels and donor segments.

In short, the new Director, Major Gifts will be a development/fundraising professional who has developed the skills, knowledge and know-how to support CFHU in reaching its inspirational goals through a well-designed and executed development strategy. He/She will have the skills, motivation, and personal desire to succeed and ability to produce desired results.

Responsibilities, Qualifications and Competencies

The new Director, Major Gift's responsibilities include:

- Oversee and manage all aspects of the major gifts program for CFHU in the Greater Toronto Area, supervising annual gifts of \$10,000 and more and special gifts from these and other donors.
- Help to identify and engage new prospective donors whose capacity for giving meets the Major Annual Gift minima.
- Establish fundraising targets in this category in consultation with management and develop strategies to reach them.
- Prepare and help to edit written materials, including correspondence, campaign documents, acknowledgements, and regular communications as part of the stewardship program. Help in the preparation of marketing materials, articles, ads, and online announcements, to promote the concept of major giving to CFHU.
- Establish and maintain a donor cultivation cycle and gift stewardship program to ensure that longtime supporters and new major donors are developed, have opportunities to increase their level of support annually, and enjoy a close relationship to CFHU.
- Help to recruit volunteers to assist with and develop a robust Major Gifts program. Work with these volunteers in identifying, qualifying, cultivating and developing personalized requests for support as well as stewarding the relationships.
- Help to coordinate Major Gifts cultivation and recognition events. Maintain major donor prospect and donor records on the CFHU database.
- Promote a collegial atmosphere with other departments, working cooperatively with all to the department attain its overall financial and advancement goals.

To be successful in this role, successful candidates must have:

- A bachelor's degree from four-year college or university.
- Demonstrated fundraising success with a minimum of five years direct fundraising experience, preferably in a college or university environment although not required.
- The ability to write, analyze, and interpret giving information, financial reports, and legal documents and utilize this information in planning processes.
- The ability to effectively present (written and verbal correspondence) information and respond to questions from internal and external constituents.
- The ability to define problems, collect data, establish facts, and draw valid conclusions. Must be able to incorporate these conclusions/findings into strategic and tactical plans.
- An understanding that occasional events and activities occur outside of work hours—including some nights and weekends—and are necessary to perform the duties of this job satisfactorily.
- Be willing to conform to shifting priorities, demands, and timelines through analysis and problem-solving skills.
- Effectively prioritize and execute tasks in a high-pressure environment.
- Be highly detail oriented and have an effective skillset in Microsoft Office programs.

- Exhibit professionalism and high ethical standards for maintaining confidential information.
- Donor management database experience preferred.
- Must have strong computer skills and outstanding communication—both oral and written—and outstanding interpersonal skills. Must be well-organized, self-starter, a collaborative planner, and work with members of the Institutional Advancement team individually and in groups.

COMPENSATION

The compensation package for this role is competitive and attractive.

LOCATION

The Director, Major Gifts will be located in CFHU's headquarters in Toronto, Ontario.

THE SEARCH AND SELECTION PROCESS

DB&A Executive Search & Recruitment has been retained by Canadian Friends of Hebrew University to conduct this search for their Director, Major Gifts. Candidates will be identified through a number of sources and DB&A consultants will review and evaluate all interested parties in the process of determining a final group for consideration. The search will be coordinated by CFHU senior leadership and who will make the final candidate selection.

The search will be conducted in a professional, consistent manner with a commitment to all potential candidates being afforded the same considerations by the search firm and the Client. All reasonable efforts will be made to protect the confidentiality of candidates.

Additional information on the search process may be obtained through Ron Infinger, Vice President, DB&A Executive Search, or by visiting <http://www.DBA-Search.com> and clicking on the "Opportunities" page for position information and to submit an application online.

For further information on this search, please contact:



Ron Infinger,
Vice President-Group Leader Executive Search
Telephone: 800-382-0219 x. 508
ron@dba-search.com

1998 Hendersonville Road, Suite 23 | Asheville NC 28803

www.dba-search.com