



United Way of Anchorage

Title: Vice President of Transformational Philanthropy

Supervisor: President/CEO

Salary Range: \$100,000 - \$125,000

Hours of Work: 8:30 a.m. to 5:00 p.m., M-F (Hybrid)

Organization Overview:

We unite caring people to give, volunteer, and take action to remove barriers to opportunity and solve our community's toughest challenges. Our focus is on education, financial stability, and health—the building blocks for a good quality of life and a strong community.

Position Overview:

Through workplace campaigns, corporate gifts, grants, and individual donations, UWA is committed to improving the quality of life for all people in Anchorage. With a focus on increasing engagement of individuals within the workplace channel, reengineering this unique relationship with corporations to spur growth, and creating a robust strategy and action plan to generate individual giving, we are seeking a dynamic, experienced, strategic, and results-oriented fundraising professional to serve as Vice President, Transformational Philanthropy.

The Vice President, Transformational Philanthropy is a member of the Executive Team and reports to the President and CEO. The Vice President, Transformational Philanthropy is responsible for leading, planning, and implementing all external fundraising activities for United Way of Anchorage. They will manage a team of approximately 5 professionals.

The Vice President of Transformational Philanthropy designs, guides, executes, evaluates, and constantly improves the strategies essential for making United Way of Anchorage the go-to destination to turn philanthropy into action in Anchorage. Through exceptional donor engagement, experiences, and communications, this position will lead the staff and volunteer teams to significantly increase UWA's overall revenue; grow and retain the donor base; implement innovative revenue growth strategies and use data to promote continuous improvement.

While the primary responsibility is for philanthropy goals, the position also actively contributes to the goals of UWA around improving the education, financial stability, and health of our community. UWA is committed to working cross functionally to achieve our goals, and the Vice President of Transformational Philanthropy serves with other UWA senior leaders to build a culture of collaboration and alignment of strategies and tactical execution.

The individual that fills this role is a highly experienced philanthropic and business development entrepreneur, with demonstrated success. The individual should have both strategic-level and practical/tactical thinking, leadership and management capability, influence and consensus building acumen, and a passion for UWA's mission and vision.

Essential Functions/Roles & Responsibilities of the Position:

- *Oversee all fundraising initiatives such as corporate campaigns, corporate grants, major gifts, and new business.*

- Build and manage all donor relationships, including an extensive donor pipeline. Increase donor recognition and retention, increase reach/penetration of workplace campaigns within existing partners, and cultivate new corporate partnerships.
 - Partner internally with Community Advancement, Marketing, and Communications on foundation grants, individual giving, event revenue, and other fundraising vehicles. Grow our fundraising efforts with a solid strategy and execution plan.
 - Manage and personally solicit a group of major gifts donors and coordinate the cultivation of new prospects; develop a strategy around how the organization grows major gifts, including the introduction of planned giving vehicles.
 - Develop and build out relationships with Partner Organizations, as well as Public Sector campaigns.
 - Create fundraising strategies to wrap around appropriate events, initiatives, and programmatic work; develop strong communications and recognition of donors and prospects to maintain and build the image of UWA.
 - Partner closely with VP, Community Advancement and the Chief Communication Officer to link fundraising to advancement work, including creating engagement opportunities that engender donor loyalty and additional action.
 - Oversee a “new business” pipeline that introduces UWA to new corporate entities; develop initiatives that allow for corporate participation beyond the traditional corporate campaign.
 - Leverage UWA Board Members through leadership of the Campaign Cabinet, to increase fundraising results and relationship building. Provide quarterly revenue updates to the Board of Directors.
- *Performance Management*
 - Establish annual goals and objectives and be accountable for ensuring that set goals and objectives are met.
 - Assess annually, through quantitative and qualitative analysis, all fundraising activities and the metrics associated with donor experience annually to ensure quality, productivity, and relevance and to adapt and evolve plans and strategies.
- *Leadership*
 - Build and motivate an enthusiastic and effective team that works in cooperation, but independently.
 - Provide annual assessments of team members’ performance.
 - Support executive staff, board members, and other volunteers in all aspects of donor stewardship and solicitation; provide training/coaching as needed.
 - Be an exceptional communicator and an articulate, passionate, and credible public presence for UWA and an effective, strong, inspirational, and focused leader within the community.
 - Actively model and promote UWA’s cultural value that every staff member is responsible for raising resources and for creating donor value and delight through each interaction with potential donors and volunteers.

- Work directly with the Finance Department to ensure all donations and pledge processing are handled with the highest levels of stewardship, accuracy, and security.
- Collaborate with the Marketing and Communications team on strategies to honor and engage donors, partners, and community members through effective communications.
- Help guide the ongoing strategy of UWA by serving on its Senior Team.
- Help UWA to become known as an employer of choice and team that people want to join.
- Other duties and responsibilities as assigned.

Specific Skills and Experience Include:

- Demonstrated success as a philanthropic and/or business development leader.
- Demonstrated creativity in developing successful multiple philanthropic and/or business lines and donor/client stewardship.
- Ability to influence and engage a wide range of donors/investors and build long-term relationships.
- Experience building high-impact teams that deliver measurable growth.
- Experience with leveraging donor data from a donor relations CRM system to drive donor strategy, and to assist with recognition, engagement, and stewardship.
- Top-notch writing, verbal, and analytical communications skills, and ability to develop rapport and credibility across the organization and the community.
- Strategic and analytical thinking, strong capability for project management, problem-solving skills, sound judgment, and a willingness to resolve issues and problems in a timely manner.
- Flexible and adaptable style; a leader who can positively impact both strategic and tactical resource development initiatives.
- Strong organizational and time management skills with exceptional attention to detail.
- Excitement for and experience in adaptive change management.
- Sensitivity to the needs, attitudes, and situations of peers, donors, and volunteers.
- A professional, entrepreneurial, and resourceful style; the ability to work independently without close oversight; and a team player who will productively engage with others at varying levels of seniority within and outside UWA.
- Highly empathetic, collegial, and service-oriented with an ethos of "no job too big; no job too small."
- Tackles ambiguity with innovation and creativity.
- Well-honed balance of confidence and humility.

Education, Skills & Qualifications:

- Bachelor's degree; advanced degree and/or C.F.R.E preferred. Equivalent experience may substitute for education.

- Two years experience supervising employees.
- At least 10 years with a proven track record of fundraising experience gained in relevant positions of increasing responsibility and scope.
- Demonstrated fundraising success in corporate, foundation, workplace, individual and major gifts along with additional sources of revenue generation.
- Change Management experience – training team members and others in the organization to think creatively and manage through times of organizational transition. Proven success in maintaining the “blocking and tackling” of fundraising while exploring new technologies and methods of connection with donors.
- Experience in linking fundraising efforts to community impact; good knowledge about community impact work, metrics, and grant-making.
- Several years’ experience building, developing, and retaining strong relationships with donors and volunteers, including board members. A collaborative and communicative workstyle that translates into strong results with donors as well as internal partners.

Personal Competencies:

- **Know Yourself** - Demonstrate self-awareness, self-management and continual growth and learning. A person who knows themselves can identify their thoughts, feelings, and wants and then effectively put them into words in the moment. They are aware of their patterns, strengths and limitations and they seek feedback and knowledge to continually learn and grow from their experiences.
- **Understand Others** - Demonstrate interpersonal awareness and the ability to be inclusive. A person who understands others knows that everyone has their own experience of any given situation. They seek to understand all perspectives and leverage the generative nature of differing options and experiences so that outcomes are of the highest priority.
- **See the Whole** – Demonstrate organizational and political awareness, relationship building skills, and effective decision making. A person who sees the whole understands how UWA is connected in vision, mission, and function. They can balance UWA, partner organizations, donors, and community member interests to make effective decisions as well as champion decisions that have been made. They know the importance of relationships in understanding all perspectives and demonstrate effective group behaviors.
- **Create an Environment of Success** - Demonstrate the ability to provide personalized recognition and celebrate successes and display characteristics of interpersonal influence. A person who creates an environment of success can clearly articulate their vision and expectations to their team and garner commitment. They ensure accountability and continued success through feedback, coaching and recognition.
- **Model the Way** - Demonstrate ethics and integrity, consistently walking the talk. A person who models the way is highly credible. They do what they say they are going to do. They consistently excel by aligning their personal actions with shared values.

How to Apply: Please submit cover letter and resume to Fred Miller, fmiller@ak.org. Position open until filled.