

## Job announcement



## Director Principal Giving

<b>Location:</b>	USA based
<b>Reports to:</b>	Senior Director, Principal Giving
<b>Contract type:</b>	Full time employment contract
<b>Department:</b>	External Relations
<b>Salary:</b>	Competitive salary with interesting benefit package – please ask the recruiter in charge.

### Background/IRC Summary:

The [International Rescue Committee \(IRC\)](#) responds to the world's worst humanitarian crises and helps people to survive and rebuild their lives. At work today in over 40 countries and 28 U.S. cities, we restore safety, dignity and hope to millions who are uprooted and struggling to endure. The IRC leads the way from harm to home.

The External Relations (ER) department is comprised of three main but complementary functional areas: Private fundraising, Communications, and Advocacy. The main objective of the department is to enable this organization of more than 12,000 staff to have the resources needed to continue serving 18 million people worldwide in places affected by war and disaster, shape the humanitarian sector by influencing key policies and reforms and build and grow IRC's reputation. The USA Philanthropy unit, part of the ER department, leads on the organization's work with USA-based High-Net-Worth Individuals.

Positioned within USA Philanthropy, the Principal Giving team has a goal of maximizing private individual support for the IRC. The Principal Giving team engages, cultivates, solicits, and stewards significant, multi-year commitments from ultra-high net worth individual supporters of the IRC, often in partnership with the IRC's CEO and Board leadership.

## **Position Summary**

The Director will supervise and collaborate with Officers focused within the United States with a goal to renew and upgrade gifts of \$1,000,000 or more, as well as to build a strong pipeline of principal gift donor prospects and identify new, creative multidimensional partnerships. S/he will also have a portfolio and will craft and execute strategies to cultivate, solicit, and steward donors and prospects with the capacity to give principal gifts in partnership with the Senior Director, IRC Leadership and the IRC's Board of Directors and Advisors who are themselves engaged in fundraising.

The Director, Principal Giving serves a critical role in helping to develop and implement strategies that are informed by ambitious revenue targets and devise, monitor, and analyze results of initiatives and metrics to guide future endeavors. S/he will be expected to understand the needs and performance of donors and prospects, communicate, and collaborate superbly with colleagues, business partners and supporters, think strategically, make recommendations, offer creative solutions, and manage systems to continually grow and improve the IRC's donor relationships, and prospecting with ultra-high net worth individuals and families.

## **Major Responsibilities**

- Provide dynamic and effective thought leadership for the Principal Giving team's efforts towards increased financial revenue and other modes of private sector engagement that support impactful delivery of the IRC's mandate and mission.
- Supervise a team of front-line fundraisers; inspire, motivate, and challenge the team through active mentorship; foster an environment that supports new ideas and innovative approaches to donor relationship management.
- Partner with the Senior Director, Principal Giving to develop a coherent and ambitious strategic plan, including setting annual goals and key outcomes for the team, and to develop and implement standards, tools, and procedures towards a best-in-class approach to individual donor engagement and fundraising.
- Collaborate with the Senior Director, Principal Giving and IRC senior leadership to develop an overarching vision for high-net-worth individual donor support at the IRC, articulating that vision to key constituencies in order to encourage and foster effective and innovative partnership engagement across the cross-functional, international institution.
- Manage a portfolio of 30-50 ultra-high net worth individuals by moving the IRC's relationship with each through, cultivation, solicitation, and stewardship. Design tactics and creative, long term engagement strategy to deepen donor commitment and increase giving.
- Collaborate with colleagues across the IRC, notably International Philanthropy and Partnerships colleagues and field staff, to align donor and organizational priorities in a way that maximizes income for the IRC and creates multifaceted, deep engagement with the organization.
- Undertake special projects as requested.

## Position Requirements

- 8+ years of progressive fundraising experience and demonstrated expertise in private sector, major gifts, or principal gifts fundraising; or sales, including direct solicitation of donors or clients.
- Bachelor's degree preferred but not required.

## Preferred Experience & Skills:

- Proven track record of closing multiple 7 and 8+ figure gifts from a dynamic portfolio of donors and prospects, including qualifying prospects and upgrading donors;
- Experience leading high performing front line fundraisers;
- Proven track record of developing blended and multi-year funding opportunities;
- Exceptional communication skills, including writing, listening, verbal presentation and speaking;
- Ability to develop creative and nuanced donor strategy often executed in partnership with program staff or senior leadership;
- Responsive to change in a fast paced work environment while keeping donor priorities at the center of strategy and relationship building;
- Ability to diplomatically and sensitively collaborate across teams internally, regardless of distance, and garner support for and execute initiatives effectively;
- Ability to identify, create, and execute processes necessary to support effective donor relationships;
- Ability to analyze and interpret financial data;
- Ability to navigate CRM systems;
- Commitment to fundraising for international development, humanitarian, human rights, gender and racial equality, social justice, and US immigrant communities.

**Working Environment:** This role requires working remotely part-time (i.e., telecommuting). Applicants must have a home or alternate workspace they can effectively complete their work from during regularly scheduled hours.

## How to apply

To apply for the post, please send a letter of application stating the skills and approach that you would bring to this specific post along with your resume/CV by email to Karem Armstrong at [karem@darylupsall.com](mailto:karem@darylupsall.com).

Please ensure that documents are sent with the titles "**your name cover letter**" and "**your name CV**" and state "**IRC- Director Principal Gifts**" in the email subject line. Please do let us know, in your covering email, where you found out about the post.

**This position will be evaluated in a rolling process, please apply as soon as you can.**

**Final deadline for applications: Sunday 16<sup>th</sup> January 2022**



IRC is an Equal Opportunity Employer. IRC considers all applicants on the basis of merit without regard to race, sex, color, national origin, religion, sexual orientation, age, marital status, veteran status, disability or any other characteristic protected by applicable law.

**Standards of Professional Conduct:** The IRC and IRC workers must adhere to the values and principles outlined in IRC Way - Standards for Professional Conduct. These are Integrity, Service, Equality and Accountability. In accordance with these values, the IRC operates and enforces policies on Beneficiary Protection from Exploitation and Abuse, Child Safeguarding, Anti Workplace Harassment, Fiscal Integrity, and Anti-Retaliation.

*Daryl Upsall International actively promotes equality, diversity and inclusion. In recruiting candidates, we seek candidates with the proven skills required, irrespective of race, gender, religion or belief, age, disability or sexual orientation.*