



Director of Development for Corus World Health

Job Description

Job Title:	Director of Development for Corus World Health
Level and Grade:	Director – Grade 90
Job Type:	Full Time
Reporting Manager:	Associate Vice President for External Relations and Engagement
Department:	External Relations and Engagement
Office:	Baltimore/DC/Minneapolis-St. Paul
Date:	July 2022

About Corus:

Corus International is the parent of a family of world-class organizations and a global leader in international development, with 150 years of combined experience across our companies. We are an inclusive organization who believes diversity and differences only make us stronger. We are disruptive because by challenging convention, we innovate and maximize the good we can do in the world. We promote interconnectedness because complex problems require comprehensive, integrated solutions. And we are agile, because the world changes rapidly and we move at the speed of change. Our more than 800 employees around the globe are experts in their fields and dedicated to helping the world's most vulnerable people break the poverty cycle and lead healthy lives.

At Corus we value every employee's specialized area of expertise and nurture professional growth. We promote an engaging and supportive work environment, where employees feel enabled and driven to innovate, learn and collaborate. And because our companies often function as partners, our employees have the opportunity to work across our enterprise family.

Corus is committed to diversity, equity, and inclusion in our worldwide workplace, and we believe that social justice and respect for the human dignity of every person are fundamental to all we do as an organization.

Further details about the organization can be found at: <https://corusinternational.org>

Job Brief:

Position Summary:

The Development Director for Health, is the lead philanthropic strategist responsible for the oversight, planning, execution and evaluation of Corus World Health fundraising strategy. She/he serves as a member of the External Relations & Engagement leadership team. S/he collaborates with the External Relations & Engagement team to create and market philanthropic communications through multiple channels, including email, digital advertising, direct-response and more to audiences, including individuals, major donors, foundations, corporations, church bodies and congregations and bequests. The Development Director, Health, manages expense budgets that support annual revenue projections. S/he also cultivates and stewards a portfolio of principal and transformational donors.

Key Result Areas

The success of this role is measured by the following KRAs:

1. Growing CWH Revenue to \$5 Million+ annually in 5 years
2. Acquiring 5,000 new donors annually
3. Developing a pipeline of 200 qualified major donor prospects

Roles and Responsibilities:

Leadership and Management:

1. Leads the development, testing, analysis and scaling of the fundraising strategy for Corus World Health. This includes developing donor journeys that acquire, retain, and provide a best-in-class supporter experience appropriate to the various channels.
2. Keeps abreast of Health programming strategy, expertise and needs throughout Corus and recruits subject-matter experts, as appropriate, to relate to individual or major donors.

Networking & Partnership:

1. Designs and spearheads the engagement strategy of global health major donors and prospects among Corus leadership, Global Health Advisory members and Board of Directors. The Development Director manages and directs the cultivation, solicitation, and stewardship tactics for this key group of supporters.
2. Leads the multi-channel and digital fundraising tactics, including collaboration with the Marketing and Communications team, Donor Relations team, and other key internal stakeholders. The Development Director also manages external vendor relationships with firms supporting these tactics.
3. Leads the cultivation and recruitment of members to the Global Health Advisory Council. The GHAC will support CWH's efforts to develop networks of high net worth prospects who have a passion for global health.

Communication:

1. Partners with the Marketing and Communications team and external vendors to develop content gathering and fundraising propositions that inspire financial support from key and diverse stakeholders, including individuals, corporations, small foundations, etc., in the United States and abroad.
2. In collaboration the External Relations leadership, report and communicate the results of Corus World Health's fundraising investments.

Events and Logistics:

1. Responsibly for developing and implementing relevant event strategies that support resource development efforts for CWH.
2. In collaboration with Corus Leadership, plan and convene regular meeting of the Global Health Advisory Council.

Supervisory:

1. Supervises the Senior Manager of Global Health Development who leads all aspects of prospect research and identification to build the major donor pipeline to support overall External Relations & Engagement donor acquisition and revenue growth goals.

Education & Experience:

1. Four Year College Degree
2. 10 Years of Fundraising Experience
3. CFRE or similar certification preferred

Qualifications:

1. Proven success in Major Gift Prospecting and Development
2. Experience in Managing and Evaluating Fundraising Strategy
3. Data driven, with experience in utilizing past fundraising results to inform future fundraising strategy
4. Understanding of donor motivations and the psychology of fundraising
5. Fundraising futurist with a track record of piloting new concepts and scaling successful fundraising tactics.
6. Strong Collaboration skills with experience in coordinating across multiple teams
7. Experience leading, managing and/or developing staff

Other Duties:

This job description is not designed to cover or contain a comprehensive list of activities, duties or responsibilities for the position. Duties, responsibilities and activities may change at any time with or without notice. All positions are required to perform any additional tasks assigned by the supervisor. Global positions that are bound by contracts will not be changed without notice and approval.

Working Conditions, Travel and Environment

- The duties of the job require regular attendance of at least 5 days/week. The employee must be available to work outside normal office hours or on the weekends as required. Corus has a hybrid work policy, allowing 50 percent of work to be done remotely.
- This position must be able to travel as required for standard domestic and international business purposes. While performing the duties of this job in different locations, the employee may be exposed to precarious settings under high security risks and/or very basic living conditions and outside weather conditions, as well as to infectious diseases.

Diversity, Equity, Inclusion and Zero Tolerance to Abuse

As a member of the Corus Family, each employee is expected to:

- Help to develop and maintain an environment that welcome and develop a diverse workforce.
- Foster a work environment where everyone feels valued and included.
- Support employees' evaluation and promotion processes based on skills and performance.
- Promote a safe, secure, and respectful environment for all members of Corus family, stakeholders in general, and particularly for the communities we serve.
- Follow Corus Code of Conduct helping to prevent any type of abuse including workplace harassment, sexual abuse and exploitation, and trafficking in persons.
- Adhere to the Organizational Core Values of Inclusion, Disruptive, Interconnected and Agile.

Corus International prohibits discrimination and harassment of any type and affords equal employment opportunities to employees and applicants without regard to race, color, religion, sex, age, national origin, disability status, sexual orientation, protected veteran status, or any other characteristic protected by U.S. or International law.
