



**Children's HeartLink<sup>®</sup>**  
HEALING HEARTS WORLDWIDE

# **Vice President of Development**

## **POSITION PROFILE**

On behalf of our client, Children's HeartLink, CohenTaylor Executive Search Services is conducting a retained executive search for its next Vice President of Development.

## The Organization

Children's HeartLink is a leading global champion for the health and rights of children with heart disease. Its efforts focus on creating change in four priority areas: increasing pediatric cardiac care capacity, building the pediatric cardiac workforce, closing the data gap, and financing pediatric cardiac care.

The organization advocates with and seeks to educate decision-makers and other key stakeholders in the countries where the organization is active, as well as globally—to inform government priorities, investments, strategies and policies to move the needle for children in need of heart care. Partnership is at the heart of Children's HeartLink's operating model. The organization helps to develop critical resources and make them available to those who need them.

Children's HeartLink partners with hospitals in heavily populated regions, resulting in the most impact for the greatest number of children. It works in Bangladesh, Brazil, China, India, Malaysia and Vietnam: countries that are home to more than 40 percent of the world's population.

The organization has been dedicated to caring for children with heart disease since 1969. On an annual basis over 126,000 children are served at its partner hospitals around the world, and that number is growing every year. Thousands of medical professionals in underserved regions are now more equipped to care for children with heart disease thanks to the organization's efforts.



### VISION

Children around the world have access to high-quality heart care.

### MISSION

We save children's lives by transforming pediatric heart care in underserved parts of the world.

### VALUES

#### **Integrity**

We build trusting relationships across cultures and honor our commitments.

#### **Innovate**

We challenge the status quo, learning and improving.

#### **Collaborate**

We work together and connect others to achieve desired results.

#### **Quality**

We strive to deliver high quality services and programs.

## A SUSTAINABLE APPROACH

Children's HeartLink believes that training and mentoring are the best way to leave a lasting impact in parts of the world where there are many children with heart disease and few specialists in pediatric heart care. Worldwide, the need for more specialists is great.

As part of its mission, the organization leads training partnerships with medical volunteer teams from top teaching and research institutions. These volunteer teams commit to multi-year partnerships to train and empower their peers in the delivery of high-quality, team-based care.

When local partner hospitals and programs consistently deliver high-quality, complex care, they become a Children's HeartLink Center of Excellence. Centers of Excellence commit to training other pediatric cardiac specialists from low-resource environments. This is the heart of the organization's sustainable train-the-trainer delivery model.



## FAST FACTS

- 7 Children's HeartLink Centers of Excellence
- 13 partners in training & 232 training sessions
- 11 Medical Volunteer Teams donating more than 2,253 hours of donated time
- Annually more than 4,000 local providers trained
- More than 126,000 children served every year

*For more information about Children's HeartLink's work, impact, and values, visit [ChildrensHeartLink.org](http://ChildrensHeartLink.org).*

## The Role

The Vice President of Development serves as a key leadership team member and an active participant in making strategic decisions to grow the organization. The Vice President of Development will help forge new relationships to build Children's HeartLink's visibility, impact, and financial resources. The Vice President of Development will have primary responsibility for establishing and implementing the infrastructure needed to achieve the organization's revenue targets through the solicitation of major gifts, grants, special events and corporate and foundation support. This position will work closely with the President, the senior leadership team, department teams, Board of Directors, International Advisory Board and other stakeholders.

### REPORTING RELATIONSHIPS

The Vice President of Development reports to the President. The Vice President of Development supervises key staff positions needed to effectively achieve the revenue strategy for the organization. Currently this includes direct supervision of Director of Corporate and Foundation Relations, Events Manager, and Donor Relations and Stewardship Coordinator.

### KEY RESPONSIBILITIES

#### Fundraising

- Develop and implement short- and long-term strategies and infrastructure to achieve revenue targets.
- Evaluate the potential for, and likely return on investment from, new revenue streams, e.g., an expanded Annual Fund, a Major Gifts Program, government support and/or corporate support, in line with the growth trajectory and revenue assumptions of the strategic plan.
- Develop an effective case for support and strong value proposition for key donors, investors, and corporations in collaboration with the President and the senior leadership team.
- Inspire, cultivate, and directly solicit gifts from major donors, corporations, and foundations.
- Engage the President, leadership team, Board of Directors, and International Advisory Board in cultivating and stewarding relationships to secure revenue.

#### Leadership

- Serve on the Children's HeartLink leadership team to enhance and implement organizational vision, and support organizational strategies, plans, and procedures.

- Provide day-to-day leadership and management of the development team that incorporates both the core values of Children's HeartLink and supports the organization's growth strategies.
- Set expectations and assign responsibilities for the development team. Monitor and provide regular performance feedback, develop staff skills, and encourage growth.
- Collaborate with the senior leadership team and communications team to develop and implement strategies to advance Children's HeartLink brand identity, broaden awareness of its programs and priorities, and increase the visibility of its programs across key stakeholder audiences.
- Lead and provide support to the Children's HeartLink Development and Communications Committee and other ad hoc fundraising steering committees.

### Operations

- Direct and oversee all development operations including internal processes and personnel related to multi-channel solicitations, gift entry, recordkeeping, moves management, reporting, and stewardship.
- Collaborate with the Finance team and President to develop and implement Children's HeartLink's financial strategy and evaluate outcomes of the strategy. Determine annual budget and historical analysis to drive annual goals and plans, develop and track revenue projections and results, and prepare budgets and forecasts related to all fundraising and communications activities.



## Qualifications of an Ideal Candidate

With a passion for the Children's HeartLink mission, the ideal Vice President of Development candidate is a strategic, resourceful, and highly motivated nonprofit fundraising professional with 8+ years of experience in roles of increasing levels of responsibility. Strong candidates will have proven experience driving the growth and diversification of contributed revenue streams, comprehensive knowledge of all fundraising functions, and a track record of success soliciting gifts from individuals, corporations, and foundations. Previous experience leading national or international fundraising efforts preferred.

The ideal Vice President of Development candidate exhibits many of the following qualities:

**Breadth of Fundraising Experience:** An experienced development professional with experience across the full fundraising toolbox, including individual major giving, foundation, and corporate giving.

**Highly Relational:** A hungry, energetic, and authentic fundraising professional with the ability to champion and engage with a diverse group of current and potential donors, understanding the complexities around the Children's HeartLink mission.

**Inspirational Passion and Energy:** A fundraiser who is fueled by the mission of Children's HeartLink; one who can articulate a complex mission to a diverse range of stakeholders in an authentic and inspiring way.

**Growth Mindset:** A leader driven to 'do more'; with a contagious passion for cultivating new relationships to produce exceptional mission impact and sustained financial health.

**Strong Leader – A Player and Coach:** An ability to inspire and motivate staff to achieve goals and reach new heights as a development team, an educator of philanthropy with a collaborative approach. One who will contribute to both the vision and strategy, as well as actively execute the work alongside staff.

**Strategic and Resourceful:** A leader with strong decision-making skills and the ability to effectively set and implement plans to achieve goals.

**Innovative and Forward Thinking:** A leader who will bring a creative mindset, specifically as the organization looks to continue its growth and expansion into new geographies and funding streams.

**Active Commitment to DEI:** Experience building and/or contributing to a diverse and inclusive workplace that draws on the strengths of all employees by cultivating diversity of thought to drive innovation and improve decision-making.

**Global Perspective:** A leader with an understanding for international development work and a global perspective with affinity for international causes.

## MINIMUM QUALIFICATIONS

- Bachelor's degree required; Master's degree preferred.
- A minimum of eight years of non-profit development / fundraising experience.
- Ability to travel within the U.S. and internationally.

Children's HeartLink staff are operating in a hybrid in-office and remote-work model. The Vice President of Development position is preferably based in the Greater Twin Cities area, but we are open to discussing remote options for exceptionally qualified candidates.

*The expected salary for this role is in the \$100,000 – 150,000 range, commensurate with experience and qualifications. Children's HeartLink offers a comprehensive benefits package.*

**For more information or to send your credentials,  
please email**

**[childrensheartlink@cohentaylor.com](mailto:childrensheartlink@cohentaylor.com)**

**All inquiries will remain confidential.**

Children's HeartLink is an equal opportunity employer and proudly values diversity. We encourage candidates of all backgrounds to apply.

Equal Opportunity Employer/Protected Veterans/Individuals with Disabilities: The contract will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.