



Chief Development Officer Room to Read

Room to Read, one of the fastest-growing and award-winning NGOs founded in the last decade, seeks a super-star Chief Development Officer (CDO) to work closely with the executive team and Board of Directors to take fundraising, PR and marketing to the next level during the organization's second decade. The CDO will be responsible for designing and executing a fundraising strategy that builds on the tremendous excitement of projects like Room to Read's recent pledge at the Clinton Global Initiative (CGI) 2010 Annual Meeting to enhance education for nearly one million girls in the developing world by 2012. The Chief Development Officer will join an organization that is poised to forever change the future by bringing the lifelong gift of education to millions of children across the developing world, and will play a critical role in its continued growth.

The Chief Development Officer is responsible for all fundraising, marketing and PR for the organization, including managing the fundraising team in the Global Office, New York, London, Hong Kong, Tokyo, Sydney, and Delhi. The position plans, coordinates and assures implementation of strategies to develop donors and contributions to support Room to Read's bold annual and long-term goals. In conjunction with a Deputy Director of Development, he/she also assures the development and maintenance of appropriate systems to support fundraising including volunteer and donor management, research and cultivation, gift processing and recognition. The Chief Development Officer will report directly to the CEO and work closely with the Board Chairman and Board of Directors. This is a full-time, exempt position located in either San Francisco, CA or New York, NY.

Responsibilities:

- Directly supervise a Deputy Director (newly created position), Director of Marketing & Communications, and a part-time executive assistant.
- Oversight of a global team of 40+ fundraisers who collectively meet (or exceed) the annual fundraising goal for the entire organization (\$30MM in 2010, growing to \$50MM by 2014)
- Plan and implement long-term fundraising strategies to attract large, multi-year support for the vision of the organization
- Ensure that the annual goal for Gifts in Kind is met or exceeded (\$4.3MM in 2010)
- Provide vital input in short- and long-term strategic and operational planning and positioning within the organization
- Evaluate the effect of internal and external forces on the organization and its fundraising, and recommend short- and long-range fund development plans and programs that support the organization's values, mission, and general objectives
- Help develop a funding mix of donor sources and solicitation programs tailored to the needs of the organization that will enable it to attract, retain, and motivate donors and volunteers
- Oversee the creation of an integrated global brand for Room to Read that is represented through all print and web-based marketing
- Oversee the PR function and ensure that Room to Read is well represented in local, national and international media outlets

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- Report to the Board and Advisory Board on annual plans, results to date, and new fundraising initiatives on a frequent basis
- Working with the CEO, the Board, and Advisory Board, help identify potential board members
- Represent Room to Read at fundraising events and in donor cultivation meetings
- Assist with expansion of the global network of fundraising chapters, including providing guidance on the legal setup and operation of international chapters

Experience and Qualifications:

In addition to 12+ years of professional experience, including at least five-plus years of experience at the senior management level, strong candidates will have the following experiences and qualifications:

- Comprehensive management skills and experience are required, including but not limited to short and long-term planning, evaluation, directing and motivating staff, marketing and financial management, organizational behavior and development, and governance
- Prior success working closely with and building relationships with staff, partnerships, donors, and a Board of Directors
- Prior success building and managing a team of individuals who are geographically dispersed
- Experience in successfully implementing an annual fundraising and marketing plan for an organization with a budget of \$30MM+
- Experience fundraising from a wide variety of sources including corporations, foundations, individuals, family foundations, and events fundraising, and able to close 6-figure gifts
- Effectiveness in managing the overall marketing strategy for an organization
- Experience overseeing public relations for an individual or international organization
- Prior success working closely and building relationships with diverse groups of people
- Ability to travel frequently both domestically (30%) and internationally (10%) per year expected
- Effectiveness in working or volunteering in a non-profit organization focused on maintaining high quality work and low overhead
- Prior experience in a fast-paced, growth-oriented global or regional organization
- Proven track record of achieving results
- Excellent verbal and written communication skills in English
- Ability to juggle multiple priorities simultaneously, take initiative, and have a strong work ethic

Skills and Characteristics:

To be successful as a member of the Room to Read team, candidates will also possess the following:

- Have a passion for the mission and a strong desire to impact an up-and-coming non-profit organization
- Be an innovative and creative thinker who is not afraid to try something new and inspire others
- Have a very high level of personal and professional integrity and trustworthiness

- Have a strong work ethic and require minimal direction
- Work well independently as well as part of a team
- Thrive in a fast-paced and fun environment

Compensation and Benefits:

Salary is commensurate with experience, and benefits include health, dental, vision, long-term disability insurance, and a 401K match.

To Apply:

Room to Read has engaged Koya Consulting to help in this hire. Please send a compelling cover letter and resume to Katie Bouton at executivesearch@koyaconsulting.com.

Room to Read is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBT applicants.

About Room to Read:

Room to Read is a global organization seeking to transform the lives of millions of children in the developing world by focusing on literacy and gender equality in education. Room to Read works in collaboration with local communities, partner organizations and governments to develop literacy skills and a habit of reading among primary school children and to ensure girls have the skills and support needed to complete their secondary education. Since 2000, Room to Read has impacted the lives of more than four million children in Asia and Africa and aims to reach 10 million children by 2015. For more information about the organization, please visit www.roomtoread.org.

About Koya Consulting:

Koya Consulting is a national retained search and consulting firm that works exclusively with non-profits and social enterprises. We deliver measurable results, finding exceptionally talented people who truly fit the unique culture of our client organizations. For more information about Koya Consulting, please visit www.koyaconsulting.com.