

VICE PRESIDENT, NATIONAL LEADERSHIP GIVING

ABOUT PANCREATIC CANCER ACTION NETWORK (PanCAN)

The Pancreatic Cancer Action Network (PanCAN) was the first organization dedicated to fighting pancreatic cancer in a comprehensive way, and for more than two decades, we have grown a nationwide movement tackling the disease from all angles. Our **Vision** is to create a world in which all patients with pancreatic cancer will thrive; and our **Mission** is to take bold action to improve the lives of everyone impacted by pancreatic cancer by advancing scientific research, building community, sharing knowledge, and advocating for patients.

We take bold action by funding life-saving research, providing personalized patient services free of charge, and creating a community of supporters and volunteers who will stop at nothing to create a world in which all pancreatic cancer patients thrive!

PanCAN's Precision Promise (SM) is one example of how we are taking bold action to change the future for pancreatic cancer patients. Precision Promise is our groundbreaking clinical trial platform that is now enrolling patients at top institutions nationwide. Precision Promise is what the pancreatic cancer field and our patient community have been waiting for, hailed for its ability to transform the way clinical research is done for this disease. We are looking for people who, like us, will stop at nothing to make progress for patients. Our work is critical, meaningful and it changes lives every day.

To encourage the people fighting the world's toughest cancer, we provide our staff with the resources, care, and sparkle to do and be their best in and out of the office. We offer competitive salaries, variable incentive compensation, flexible work arrangements, a remote-friendly work environment, exceptional time off practices, and top-tier health and welfare benefits – all creating an extraordinary workplace and inclusive culture that celebrates diverse perspectives, encourages innovation, and is highly recommended to friends and colleagues by our team members.

We invite you to learn more at www.pancan.org

Key Facts

- Approximately \$50 million budget for FY22
- 160 FT staff, with growth plans of 20-30% over the next year
- 11+ paid holidays each year
- 17 Vacation days in first year + Generous Sick Leave policies
- 401(K) match
- Summer Fridays, Birthday Time off, Community Service Time, and additional time off during the Christmas holiday season (subject to annual designation)

Programs

- [Research](#)
- [Resources and Services](#)
- [PurpleStride](#)

Visit



THE OPPORTUNITY

Reporting to the Senior Vice President, Development, the Vice President of National Leadership Giving will lead and manage a comprehensive major, principal and legacy giving program to support PanCAN's strategic goal to increase the organization's annual revenue to \$80 million. The position has responsibility for 20%+ of the organization's fundraising goal, and will lead, oversee, and grow a team of experienced major gift fundraisers who remotely manage territories covering the country. The Vice President, National Leadership Giving serves as a mentor, leader, and role model, with management responsibilities as well as an individual major gift portfolio and revenue goal. This position can be remote or work out of PanCAN's Manhattan Beach, CA office.

The Vice President manages a team of six National Directors who are responsible for five territories covering the country, including the Northeast, Southeast, Great Lakes, Central and the West. A sixth National Director carries a national portfolio of select donors nationwide. Each National Director manages a portfolio, with defined annual metrics, to cultivate, solicit, close and steward major gifts, legacy (planned) gifts, and principal gifts. In addition to the National Directors of Leadership Giving, the Vice President may have additional direct reports that support the team.

The most qualified candidates bring an accomplished record of leading major gift programs and teams. The top candidates will bring an exceptional level of initiative and integrity, and a leadership style that fosters a culture of collaboration and accountability. As a seasoned gift officer, the Vice President will develop, implement, and manage effective fundraising strategies to support PanCAN's overall goals.

The successful candidate will be a values-driven, action-oriented development professional who brings experience developing philanthropic strategies and a focus on authentic relationship building that yields results. This individual must be an innovative leader as well as a skilled manager focused on the development and mentorship of their team. The Vice President will possess exceptional relationship and team building skills and have a transparent communication and leadership style that demonstrates integrity and builds trust with a diverse range of colleagues, donors, volunteers, patients, and families.

All employees of PanCAN are expected to support the organization's mission and goals by exhibiting the core values of *Deliver Excellence, Service & Gratitude, Accountability, Team, and Sparkle Spirit!*

This opportunity is remote, although it would be an advantage if the Vice President resided on the West Coast, and/or had easy access to major airports. Expected travel for this opportunity depends on the location of the selected candidate but isn't expected to exceed approximately 20%. This position requires the ability to work in a fast-paced, deadline-driven environment with demonstrated aptitude to juggle and prioritize multiple, competing tasks and demands and to seek management assistance as appropriate.



MAJOR OBJECTIVES

Within the first 12 months, the Vice President, National Leadership Giving will achieve the following major objectives:

- Develop and implement a successful strategy that includes attracting, mentoring, coaching, and managing a high performing national leadership giving team who can effectively engage current donors and create opportunities and relationships to engage new donors.
- Establish cross-functional relationships that will enhance opportunities for the National Leadership Giving team and their ability to meet and exceed goals and ensure that donors deepen their engagement with PanCAN overall.
- Inspire the development staff through effective motivation and team building, fostering an atmosphere of high performance, focus and energy for organizational goals.

RESPONSIBILITIES

The Vice President, National Leadership Giving will have the following primary responsibilities:

- Develop and execute a comprehensive, annual, and multi-year strategic plan for major, principal and legacy giving, which will position PanCAN for significant growth. Key elements of the plan will support pipeline development, portfolio optimization, key performance indicators and other strategies that promote sustainable growth in major and planned giving.
- Coach, mentor and lead major gift fundraisers on portfolio management, donor engagement and solicitation strategies to achieve fundraising goals.
- Guide a strategic growth plan for the major gifts team, including the mentoring of current staff and hiring of additional major gift officers.
- Identify, cultivate, solicit, and steward assigned major and principal gift prospects and donors.
- Collaborate with internal partners such as leadership, mission, finance, marketing, and other development staff to facilitate transformative giving opportunities aligned with mission priorities and donor interests, to formulate strategies that promotes prospect engagement and identify additional prospects.
- Leverage fundraising strategies and work collaboratively with internal development partners (Mid-Level and Annual Giving, Corporate & Community Partnerships, Community Engagement, volunteer and affiliate groups, stewardship, prospect research) to identify and engage potential major gift donors and ensure transparent, coordinated approaches to maximize the donor experience.
- Partner with Research and Prospect Management to implement best practices and tactics for building and optimizing the major gift pipeline, including guiding major gift team on qualification, cultivation, solicitation, and stewardship efforts.



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- Coordinate with the Chief Development and Community Engagement Officer, SVP for Development, and CEO/ President to leverage leadership involvement in major and principal gift relationships.
- Work with the CEO and President to support relationships with the Board of Directors, including annual engagement plans for cultivation, solicitation, and stewardship.
- Inspire the development staff through effective motivation and team building, fostering a growth-oriented atmosphere charged with enthusiasm and energy for organizational goals, mission, and culture.

QUALIFICATIONS

The ideal Vice President, National Leadership Giving will bring most of the following qualifications:

- Four-year degree is required. An advanced degree would be an advantage.
- A minimum of 12 years of development experience, including eight to ten years' progressive leadership and management experience; a background in a national healthcare organization or academic medical center is preferred.
- Demonstrated success creating and implementing strategic major gift fundraising initiatives, resulting in significant revenue growth and improved operations with a demonstrated understanding of major gift fundraising strategies to engage individuals.
- Excellent interpersonal skills, including the ability to communicate effectively and concisely, both in writing and orally, listen as well as give advice, and respect the ability of others.
- A positive, solutions-oriented demeanor and the ability to build and sustain strong relationships with staff, volunteers, and donors.
- Demonstrated experience inspiring major gift staff through effective motivation and team building.
- Strong organizational skills and ability to manage multiple projects and priorities simultaneously.
- Knowledge of program planning, budgeting, monitoring and evaluation processes.
- Demonstrated sound judgement and decision-making skills.
- Leads with a growth-mindset and demonstrates the ability to think strategically, develop innovative solutions and facilitate growth with a deep understanding of the competitive landscape, the organization's place in it and where innovative thinking would be most impactful.
- Excellent planning, organizing, and leadership/management skills.
- Must be able to champion PanCAN's mission, vision, and core values, consistently bringing these elements into daily organizational life while providing organizational alignment with the needs of constituents to ensure the mission is executed with care and compassion.



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APPLICATION

The Pancreatic Cancer Action Network has retained Campbell & Company to conduct this search. The team for this project includes Marian DeBerry and Angèle Bubna. To be considered for this opportunity, please send a letter of interest and resume to:

ANGÈLE BUBNA

Associate Consultant, Executive Search

angèle.bubna@campbellcompany.com

(312) 896.8883 direct



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The Pancreatic Cancer Action Network is an equal opportunity employer and affords equal opportunity to all applicants for all positions without regard to race, color, religion, gender, national origin, age, disability, veteran status, or any other status protected under local, state, or federal laws.