



DIRECTOR OF DEVELOPMENT

ByalaSearch LLC is pleased to announce that our firm has been retained by the Pat Tillman Foundation to identify candidates for the position of Director of Development.

ABOUT THE PAT TILLMAN FOUNDATION

The mission of the Pat Tillman Foundation is to identify, invest in, and help develop the next generation of public and private sectors leaders for our nation. Through their application and selection process, they identify remarkable military service members, veterans and spouses as potential next generation of public and private sector leaders committed to service beyond self. Pat Tillman's life on the football field and in the Army has been well documented, but it is his principles, servant leadership, and now the base of Tillman Scholars that are his true legacy. Pat believed in something bigger than himself, and dedicated his life to serving it. PTF is dedicated to honoring that legacy.

Pat's family and friends started the Pat Tillman Foundation to carry forward that legacy by giving military service members, veterans, and spouses who embody Pat's principles the support they need to reach their fullest potential as leaders.

Almost 1,000 Tillman Scholars to date can be found working on some of our society's greatest challenges and opportunities from education to healthcare innovation to responsible business leadership to accountable public service to space travel. PTF identifies and supports the next generation of leaders who are dedicated to service beyond self. The Tillman Scholar community is already making an impact in the world.



PRIMARY FUNCTION

The Director of Development reports directly to the CEO, Dr. Katherine Steele (a Tillman Scholar herself), and works to build a pipeline and secure six- and seven-figure gifts supporting the Pat Tillman Foundation. The position will focus on cultivating a new and sustained community of donors. The Director of Development will lead efforts to develop and implement a formalized outreach, engagement, and stewardship strategy that expands the existing universe of supporters and donors. This role will also serve as a thought partner to the CEO and members of the Board of Directors in furtherance of annual and long-range fundraising goals.

The Director manages a staff of 3 and serves as a senior member of the Foundation's senior leadership team. The Development team raises \$6 million annually and will contribute to ambitious incremental annual growth. The placement is a lead voice in comprehensive fundraising efforts that will continue to raise the profile of the Foundation's mission and impact.

Role and Responsibilities

- Create and manage a multi-faceted, professional and clear development strategy and plan for research, identification, and cultivation of new and existing prospects for major and principal gifts from individual and institutional supporters. This person should be familiar with and successful in using modern technology and data for targeting, curation, data asset building and leveraging.
- Ability to lead a Development Committee of the Board and leverage the full board and the PTF Leader Board for development as stated above.
- Solicit donors and model similar tactics for the Development team and the rest of the Foundation to ensure Development is always at the forefront.

- Build a culture of Development from the Board to the team to donors by creating an engaging stewardship program.
- Provide a comprehensive and unified donor experience to ensure a multi-pronged approach to Development when donors have the ability to give in multiple capacities: individual, institutional or corporate entities.
- Create a road map that identifies prospects with the capacity to give at the primary and principal gift levels, establishing a program for them to increase their giving.
- Develop budget-related revenue and expense projections on an annual basis and subsequently measure and report actual performance during the year.
- Participate in key, organization-wide dialogues to fully integrate development and programmatic initiatives.

POSITION DESCRIPTION

Ideal Skills and Experience:

- Bachelor's Degree or equivalent required.
- Meaningful, seasoned, successful front-line fundraising experience in a relevant non-profit organization.
- Experience soliciting major and trustee donors, managing major and institutional gifts programs with a demonstrated track record of securing six-figure gifts.
- Ability to work with a national donor base.
- Skill to persuasively communicate and articulate the mission of the Pat Tillman Foundation to internal and external audiences.



- Team player with experience managing staff, who exhibits sound judgment in communication style and overall approach with staff and internal and external stakeholders.
- Excellent written and oral communication skills.
- Experience with Salesforce preferred.

Critical Competencies for Success:

- Track record of identifying prospects and soliciting major and principal gifts, moving individual and institutional donors along the giving continuum.
- Ability to lead a team and work collaboratively across an institution to build processes and communicate with and steward donors from annual to major and principal giving.
- History of leading and creating the strategy and organization-wide culture of Development.

Other Characteristics:

The successful candidate will be passionate about the mission of the Pat Tillman Foundation and value how development contributes to that mission. The placement will be self-driven, and capable of proactively developing and articulating fundraising and philanthropic strategies while maintaining flexibility and a sense of urgency. The ideal candidate will be organized and entrepreneurial, able to work with senior leadership, and establish and manage a collaborative team, enabling staff to perform at the highest level to achieve the best possible outcomes. The candidate must possess the humility, poise, and sophistication to represent the Pat Tillman Foundation with sensitivity, passion and authority, communicating the organization's mission and activities while modeling best practices for a team and managing relationships with a broad pool of



donors. Relationship management experience, communications skills, strategy setting and a collaborative work style are essential to the Director of Development at the Pat Tillman Foundation.

COMPENSATION

The minimum salary is targeted at \$125,000-140,000 plus a bonus structure to be determined.

WORK ENVIRONMENT

On site Tuesdays, Wednesdays and Thursdays

KINDLY SEND NOMINATIONS OR EXPRESSIONS OF INTEREST TO:

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