VICE PRESIDENT OF DEVELOPMENT

THE SEARCH

Since 1961, Project Concern International (PCI) has been dedicated to preventing disease, improving community health, and promoting sustainable development nationally and internationally. With operations in 16 countries in Africa, Asia, and the Americas, PCI serves more than 5.5 million people each year through its critical programs.

Based upon a recently completed strategic plan (2010 – 2013), PCI has set ambitious goals for growth, including a 15 – 20% increase in funding annually. To help achieve these goals, PCI seeks an experienced and highly accomplished Vice President of Development to guide and lead the expansion and diversification of national philanthropic revenue. This pivotal leadership role is responsible for further shaping PCI’s philanthropic vision and executing a strategic and long-term fundraising plan.

As a member of the senior leadership team reporting to the President & CEO, the Vice President will work closely with, engage, and support a high-level Board of Directors, colleagues, and volunteers on diverse fundraising initiatives. He or she will lead the development team for optimal performance, while leveraging the existing culture of cooperation and passionate commitment to the mission. As the manager of the development operation, the Vice President will ensure the strategic identification, communication, engagement, and stewardship of individual donors, corporations, and foundations. In addition to maintaining his or her own select portfolio of prospects, he or she will effectively position the President & CEO and key Board Members to identify, cultivate, solicit, and steward major gifts, as well as expand PCI’s public image and visibility among targeted philanthropic constituencies nationally.

The ideal candidate for this role will be a strong leader and a highly entrepreneurial professional with the development expertise to effectively inspire historic philanthropy. Along with a track record of managing a fundraising operation that resulted in marked revenue growth, the Vice President will have a proven ability to successfully leverage major gifts, ideally within a dynamic environment in which he or she actively expanded and engaged a national, non-traditional donor constituency base.

The Vice President will be an inspirational fundraising leader and effective manager. The ideal candidate for this integral role will possess the stature to work with philanthropic leaders, intellectual curiosity and agility, and a sincere interest and understanding of global challenges and events. In addition to genuine passion for PCI’s mission, he or she will bring superior communication abilities, strong relationship management skills, focused energy and creativity, and a dedication to best fundraising practices.

PCI has retained Freeman Philanthropic Services, LLC to assist with this executive recruitment.
With over 45 years of experience, Project Concern International (PCI) is a leading international health organization that saves the lives of children and families around the world. Motivated by our concern for the world's most vulnerable children, families, and communities, PCI envisions a world where abundant resources are shared, communities are able to provide for the health and well being of their members, and children and families can achieve lives of hope, good health, and self-sufficiency.

PCI works in disadvantaged and isolated communities to bring health and hope to those in greatest need by preventing disease, responding in emergency relief situations, and providing access to clean water, nutritious food, and economic opportunity. In 2009, PCI reached 5.5 million people with programs in Africa, Asia, and the Americas.

PCI is actively addressing the global AIDS crisis through programs that provide care, prevention, support, treatment, food, shelter, and livelihood opportunities for those affected by the disease. We are combating malaria through the use of insecticide-treated nets, an essential strategy in our maternal and child health programs.

In Mexico, PCI is expanding and strengthening tuberculosis prevention and treatment efforts in the San Diego-Tijuana border region and 12 Mexican states through a program funded by USAID and Mexico’s Ministry of Health. Additionally, in partnership with Sempra Energy, PCI recently launched a Mobile Health Unit in the Tijuana border region that is providing vaccinations, oral saline solution, health referrals, and distributing educational information to the parents on the importance of disease prevention.
In remote regions of Indonesia, Project Concern International is ensuring that infants and children receive their full course of lifesaving immunizations at rural health posts. For example, in less than two years, PCI increased the rate of vaccination from zero to more than 60 percent for children under five years of age. As part of the Global Polio Eradication Initiative in India, PCI has educated 2.5 million people in that country about polio and immunized over 500,000 children.

**MATERNAL & CHILD HEALTH**

In many indigenous communities around the world, the majority of births still take place inside the home with only the assistance of a traditional birth attendant. Due to a lack of access to health care services, many women with high-risk pregnancies never receive the medical attention they need and, often, they are faced with the misfortune of miscarriage and even death.

PCI is ensuring women in rural areas have access to lifesaving resources when dealing with high-risk pregnancies or complications during childbirth. In addition, PCI’s maternal and child health programs empower women to feed and care for themselves and their families by promoting healthy behaviors such as prenatal care, immunizations, and exclusive breastfeeding.

For many children, a life of poverty can also mean a life of malnutrition and illness. Every day, almost 30,000 children under the age of five will die from preventable or treatable diseases like malaria and diarrhea throughout the world. To address these issues, PCI provides many intervention program services including lifesaving immunizations; control and prevention of diarrheal disease; pneumonia case management; growth monitoring; and securing better nutrition through the provision of Vitamin A and school feeding programs.

These interventions are strategically coupled with training of Ministry of Health staff, community volunteers, and traditional birth attendants to respond to the community’s various maternal and child health needs, while also promoting sexual and reproductive health rights and family planning, and providing education on ways to prevent disease.

**WATER & SANITATION**

It’s easy to overlook, a seemingly mundane thing in developed countries, but proper sanitation and access to clean water is one of the most critical issues in the world. At least 2.6 billion people - 41 percent of the global population - do not have access to any sort of basic sanitation system. As a result, millions suffer from dehydration and life-threatening, preventable diseases that claim the lives of thousands each day.

PCI understands that increasing access to cost-effective and sustainable water and sanitation services is essential to helping children and communities prevent disease. The impact of clean water and proper sanitation is profound; not only does it bring about better health, but it also has positive economic, environmental, and social impacts. By working together with our beneficiaries, PCI provides access to sufficiently clean drinking water for cooking, bathing, washing, and irrigation - water that is desperately needed by communities in remote and impoverished regions across the globe.

PCI understands that lasting change begins with people. Through an innovative approach called Community-Led Total Sanitation, PCI’s field facilitators teach, inspire, and train communities to find solutions to their own sanitation issues. Through this empowering program, communities pull together to build, use, and maintain latrines with no outside funding. Programs like these guarantee that communities will continue to find solutions to their water and sanitation issues long after PCI leaves.
**FOOD SECURITY**

Of the more than 840 million people who malnourished across the globe - 799 million of them live in the developing world. Each year, hunger and malnutrition claim the lives of six million children under the age of five. While malnutrition and food insecurity have many causes, such as drought, floods, armed conflict or political disruptions, most of widespread hunger in the world results from deeply rooted poverty.

Poverty prevents people from having sufficient access to nutritious food, as well as the means to buy farming equipment and other necessities to produce their own food. PCI is addressing large scale issues like world hunger and malnutrition by working with communities to distribute food through our school feeding and agricultural assistance programs.

PCI’s school-based feeding programs provide a nutritious daily breakfast to school children and give poor parents an effective incentive to send their children to school. By alleviating their hunger, students are better able to concentrate and learn during class.

We support the construction of family gardens and the provision of small livestock to diversify and improve diets, and we also empower farmers by training and providing them with the tools necessary to increase crop yields, market their products, and improve their grain storage capacity and irrigation techniques.

These projects also improve family income levels by promoting greater commercial enterprise. In particular, we target those most vulnerable to malnutrition - infants and young children - through nutrition counseling and breastfeeding promotion, growth monitoring, and supporting positive nutrition models within the local community.

Good nutrition has also been called the key to helping those living with the HIV virus. Where malnutrition prevails, the immune system is weakened, and although antiretroviral therapy is becoming increasingly available, treatment can fail when patients lack proper nutrition. PCI is ensuring that those receiving treatment for HIV/AIDS also have access to the food and nutrition they need to complete therapy successfully.

**HUMANITARIAN RELIEF & ASSISTANCE**

In many parts of the developing world, there is a growing awareness of the vulnerability of populations to man-made and natural disasters. Without well-targeted assistance, even a small emergency can have devastating and long-term effects on children and their families, their health, their livelihoods, and access to clean water and sanitation, food, and housing.

PCI is committed to preventing and alleviating human suffering by providing relief to people affected by disasters and complex emergencies. In just the past year, PCI responded immediately to emergency situations around the globe including the San Diego wildfires; flooding in Bihar, India and Tabasco, Mexico; the earthquake in Peru; and Hurricane Felix in Nicaragua.

PCI works with communities to help them identify and address their priority problems in ways that are cost-effective and emphasize long-term development. From initial relief efforts to long-term recovery and rehabilitation, PCI’s humanitarian assistance programs focus on five relief areas: food aid and nutrition, healthcare, shelter, water and sanitation, and livelihood revitalization.
While many organizations focus efforts in population-dense areas where road and logistical access are easier, PCI looks for the gaps where people are not being reached. PCI’s immediate relief efforts meet basic survival needs and provide items such as water packets, food rations, cooking sets, blankets, clothing, and hygiene kits. Sanitation workers are also deployed to relief camps to prevent the outbreak of disease and to maintain latrines, cooking areas, and common areas. By using mobile health vans, PCI can reach isolated areas with emergency medical care, remain flexible, and respond where the needs are greatest.

To assist in long-term recovery, PCI fully engages communities in the design, management, and evaluation of reconstruction interventions, including temporary and permanent shelter, preventive and primary health care, water systems and hygiene education, as well as economic opportunities.

**LEADERSHIP**

**George Guimaraes** has been President and CEO of PCI since 2003, with responsibility for the organization’s fiscal health, program strategies, and public profile. Prior to joining Project Concern, Mr. Guimaraes served six years with Save the Children as Vice President of Global Marketing, with responsibility for donor relations, corporate partnership, public affairs and communications. Mr. Guimaraes brings strong leadership, business development and marketing skills to PCI gained from 30 years in high-level management positions in major global marketing communications firms, including Young & Rubicam, Compton Partners/Saatchi & Saatchi, and Publicis Bloom. He currently serves on the Boards of California Health Improvement Partners (CHIP) and La Jolla Country Day School. He received his Bachelor’s degree from Northwestern University.

**Ambassador Kevin E. Moley** is the Chair of PCI’s Board of Directors. Ambassador Moley served as the U.S. Permanent Representative to the United Nations and Other International Organizations in Geneva from September 2001 to April 2006. Ambassador Moley also served in the administration of George H.W. Bush as an Assistant Secretary of the U.S. Department of Health and Human Services (HHS) from 1989 to 1992, and as the Deputy Secretary of HHS from 1992 to 1993. In addition to his government service, he was President and Chief Executive Officer of Integrated Medical Systems Inc. from 1996 to 1998, and was a Senior Vice President of PCS Health Systems, Inc. from 1993 to 1996. He has also served as a member of the Cephalon Board of Directors and as a Senior Advisor to the CEO of Healthy Communities Institute.

**David Wicker** is the Institutional Advancement Committee Chair of PCI’s Board of Directors. Mr. Wicker is the founder, president and chief executive officer of Tekton Strategies in Minneapolis, MN. He has also served as president and CEO of Orion Consulting, Inc.; during his tenure he built the organization, which was honored as one of the “50 Fastest Growing Companies” in the Twin Cities in 1997, 1998 and 1999. Mr. Wicker also served as president of 180 Music, LLC. A graduate of the University of Wisconsin – Eau Claire, he also serves on the board of Children’s HeartLink, an international medical charity providing cardiac care to needy children around the world, and founded and presides over the Wicker Family Foundation.

For a complete listing of the Board of Directors and Senior Staff, please visit the [PCI website](http://www.glfreeman.com).
FINANCIAL HIGHLIGHTS

In the fiscal year ending September 30, 2009, PCI total support and revenue was $29.701 million, including over $27.6 million in cash support (see chart below) and an additional $2.011 million in non-cash support, e.g., agricultural commodities and in-kind contributions. PCI's total expenses in the same fiscal year totaled $30.687 million: $25.708 million for program services, $4.436 million for management and general services, and $542,883 for fundraising services. Net assets totaled $3.620 million.

PCI Cash Support in 2009
Total $27,689,370

IMPORTANT RELATIONSHIPS

The Vice President of Development will report directly to the President & CEO, George Guimaraes, and serve as a member of the International Office Leadership Team (IOLT). He or she will manage the development team, which is currently a staff of six (see organizational chart). To best align resources to meet the fundraising strategy and goals, the Vice President will have the opportunity to evaluate, re-engineer, and expand the Office of Institutional Advancement, as needed.

The successful candidate will engage and strategically support Board Members, particularly those members of the Institutional Advancement Committee, on diverse fundraising initiatives. The Vice President will build strong, collegial relationships and communications with colleagues across the organization. In addition, he or she will engage colleagues – both in the international office and globally – to build capacity and competencies required to create conditions for effective fundraising. Externally, the Vice President will build and maintain effective relationships with targeted national foundations, corporations, donors, prospects, and volunteers. Additionally, he or she will work closely with outside fundraising counsel and manage relationships with other retained resources.
KEY RESPONSIBILITIES
The Vice President of Development’s role represents a unique opportunity to craft and lead a strategic and operational plan for building and expanding national philanthropic revenue. Key opportunities and challenges include:

Ensure strong working relationships with the President & CEO, Board Members, colleagues, donors, prospects, and volunteers;

Build a strong and growing national donor base;

Develop systems and processes for effective identification, cultivation and solicitation of major donors;

Establish strategic branding and communications program for the organization to achieve its fundraising goals;

Assess human resources needs and tools of the Development department to achieve its strategic fundraising goals;

Strengthen the development and usage of donor database, systems, and tools;

Create donor centered culture and practice with staff, management and Board of Directors;

Identify mission related fundraising needs and create appropriate communications support materials.

IDEAL EXPERIENCE & QUALITIES
PCI seeks an experienced, entrepreneurial, and inspirational fundraising leader with the ability and the demonstrated track record to respond effectively to the opportunities and challenges listed above. The ideal candidate will possess the following experience and attributes:

Stature and authenticity to gain the trust and confidence of the President & CEO, Board Members, colleagues, donors, prospects, and volunteers;

Proven track record of providing strategic direction and operational management of fundraising initiatives, resulting in marked improvement in execution and significant revenue growth;

Ability to successfully lead the expansion of philanthropic revenue from non-defined constituencies;
Extensive fundraising experience (including major gifts, planned giving, annual fund, corporate and foundation relations, direct mail, e-philanthropy, and special events) in diverse organizational settings, ideally within national organizations;

Proven track record of closing significant gifts, including the design and execution of the identification, qualification, cultivation, solicitation, and stewardship strategies;

Strong manager with the acumen to lead, guide, and mentor a team and direct a results-oriented development program;

Facilitator with the proven ability to effectively engage and support senior leadership in fundraising;

Active listener and team player with the ability to refine strategies after feedback from stakeholders;

Experience building and managing a high-performing development operation, leveraging existing capacity and strengthening performance while maintaining best practices, camaraderie, and shared accountability;

Excellent communication skills (both written and oral); ability to clearly articulate the case for support to diverse constituencies;

Demonstrated ability to achieve best in class fundraising practices, engage participation and generate excitement, shared purpose, and action;

Strong interpersonal skills to interact regularly with diverse colleagues, donors and prospects;

Ability to set priorities, manage time, leverage limited resources, and meet deadlines;

Intellectual curiosity and agility, combined with a sincere interest and understanding of geopolitics, public policy, global trends, challenges and events;

Highly attuned cultural sensitivity; experience living and working in an international, intercultural environment helpful, but not required;

Ability to speak Spanish helpful, but not required;

Bachelor’s degree required; advanced degree preferred.

**COMPENSATION**

The compensation and benefits package will be competitive and commensurate with the successful candidate’s background and experience.

**APPLICATIONS & NOMINATIONS**

Confidential inquiries, applications, and nominations should be sent to Freeman Philanthropic Services, LLC at PCI@glfreeman.com. All applications must include (1) an up-to-date resume and (2) a formal letter of interest expressing the specific experiences that best prepare the applicant for this role and why this opportunity is a logical continuation of her/his career. **Application deadline: September 24, 2010.**

*Project Concern International is an equal opportunity employer committed to diversity and inclusion in all aspects of recruiting and employment. All qualified individuals are encouraged to apply.*

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