

National Center for Family Philanthropy (NCFP)
Senior Director, Advancement
Washington, DC (*hybrid, 2 days/week in the office*)
Approximately 25% - 30% travel

ABOUT NCFP

The National Center for Family Philanthropy (NCFP) is a network of philanthropic families committed to a world that is vibrant, equitable, and resilient. We share proven practices, work through common challenges, and learn together to strengthen our ability to effect meaningful change. As we navigate individual journeys of reflection and transformation, we see the results of intentional, impactful giving.

We promote open inquiry and ongoing reflection to advance the practice of family philanthropy, and we value the partnerships and mutual respect that make it possible for families to discover their purpose and possibilities.

NCFP offers a range of programs and services to foster learning for philanthropic families. We understand family philanthropy has many points of inflection—moments to embrace proven practices and advance momentum or to stall out due to uncertainty and lack of clarity. All of our programs are rooted in a [Family Giving Lifecycle](#) that provides easy onramps for families to connect with us—to begin planning, learning, and accessing custom support and resources that enhance family philanthropy across all stages of development and operations.

Our decades of experience working with philanthropic families uniquely position us as a reliable partner who meets families where they are and provides the support and services they need to move forward with long-term planning and day-to-day decision making with confidence.

NCFP is in the fourth year of implementing a [strategic plan](#) that calls for both an expansion in the number of families served as well as a deepening of their engagement toward more effective practices. The program model is shifting to prioritize relationship cultivation and management, creating more tailored content.

Community members will be more deeply engaged, resulting in stronger outcomes for family giving and increased support for NCFP's business model. The Senior Director, Advancement, will join a dynamic team focused on strengthening the internal organization to best serve and support external partners and the broader philanthropy sector.

For more about the National Center for Family Philanthropy, please visit: www.ncfp.org.

ABOUT THE POSITION

NCFP seeks a strategic, proactive, highly relational Senior Director, Advancement (Senior Director), to join the thoughtful, collaborative, and dedicated NCFP team and be responsible for the overall strategic direction and management of NCFP's advancement and fundraising strategies with accountability for

setting, executing, and meeting annual and multi-year revenue goals. Reporting to the Chief Impact Officer and partnering closely with the President & CEO, the Senior Director leads a team of three and works collaboratively across the organization, serving as a key champion and model of NCFP's intentional culture and ethos.

The ideal candidate is a goals-driven fundraiser who thrives externally, elevating and amplifying awareness for NCFP, identifying and cultivating relationships with individuals across the complex landscape of the broader philanthropic community, and acting as a force for good in the sector. They also thrive internally as a trusted, strategic thinker and thought partner, working in close collaboration with colleagues. The ideal candidate empowers and inspires their team, bringing a strong action orientation and a management spirit that balances thoughtfulness with execution. They bring a mindset of curiosity, humility, and an ability to listen to individuals and members and provide timely information to the program team and other internal partners about the educational needs and challenges facing NCFP's member network.

This is a unique opportunity for a proven fundraiser, strategist, team leader, and relationship manager who is passionate about expanding the traditional impact of family philanthropy toward an intersectional and equitable model.

KEY RESPONSIBILITIES:

Fundraising Strategy and Network Growth:

- Develop, iterate, operationalize, and lead NCFP's fundraising and growth strategy, ensuring NCFP meets revenue goals, including a robust pipeline of unrestricted gift opportunities
- Evaluate and innovate on NCFP's current revenue model
- Deepen funding relationships with current NCFP members, key institutional donors, and the broader philanthropic community
- Identify and cultivate relationships to increase support from new donors and partners
- Design, operationalize, and implement a variety of diverse earned revenue opportunities, including sponsorship of NCFP's annual forum and regional convenings
- Assess, make recommendations, and oversee the implementation of updates to NCFP's membership contribution levels to ensure NCFP remains competitive within the broader PSO landscape

Network Member and Partner Engagement:

- Lead NCFP's network membership acquisition, engagement, and retention strategy
- Build, steward, and deepen relationships with network members and partners, increasing engagement and investment across a diverse community of stakeholders
- With humility and curiosity, build, maintain, and engage NCFP's network of 420 members and partners
- Proactively seek out opportunities to meet and listen deeply to prospective members in the hopes of welcoming them to the NCFP network

- Work closely with the Senior Manager, Data to ensure decision-making is informed by accurate and robust data
- Work closely with the other Senior Directors (Programs, Communications, and Knowledge) to capture and analyze information gleaned from member outreach and relationship-building meetings in order to inform program development, communications, and network-weaving strategies

Team and Organizational Leadership:

- Provide day-to-day leadership for and support the development of a highly dedicated and high-impact three-person team
- Guided by principles of equity and understanding of capacity, the Director will delineate and support each team member's ownership in the execution of the network engagement strategies
- Serve as a key organizational champion of culture, upholding a focus that centers the intersectional aspects of equity and racial equity
- Manage organizational resources, remove barriers, and provide creative solutions to the team in order to achieve organizational goals and objectives
- Serve as a visible and core member of the leadership team and contribute strongly to cross-disciplinary teamwork, collaboration, and planning for the organization
- Identify and encourage opportunities for professional development and leadership
- Strengthen connections and collaboration across the organization, specifically with finance and accounting, to ensure accurate forecasting

DESIRED QUALIFICATIONS

NCFP recognizes that not every candidate will bring every element of the competencies, skills, and experiences listed below and welcomes candidates with various backgrounds.

- Passion for NCFP's mission and commitment to increasing the impact family philanthropy can have in improving the lives of others
- An entrepreneurial, hands-on, strategic leader who sets reasonable goals and expectations balanced with empathy and humility when building and maintaining relationships
- Experience across multiple facets of fundraising, including with high-net-worth individuals and institutional donors, including experience making direct asks and meeting/exceeding fundraising goals
- Proven leadership experience with strong team management skills, including the ability to coach, direct, and inspire a multidisciplinary team toward a common goal
- Highly developed emotional intelligence and active listening skills, and the ability to use interpersonal and relational skills to facilitate strong collaboration with both internal and external partners
- Knowledge of the broader philanthropic ecosystem; experience within a membership or philanthropy-serving organization is a plus
- Excellent writing, editing, analytical, and oral communication skills, including the ability to collect, review, synthesize, and present information and findings

- Ability to multitask and meet deadlines within designated timeframes as well as demonstrated resourcefulness in setting priorities; strong organizational skills and exceptional attention to detail with the ability to work both independently
- Superb public communication skills and experience participating in national and regional convenings as a panelist or keynote speaker
- Commitment to building equity into systems, structures, and policies for the team as well as for the NCFP's members and partners
- An optimistic outlook and the humor, integrity, kindness, and patience necessary to work within a transformative environment

COMPENSATION AND BENEFITS

The salary range for this position is \$160,000-\$180,000 plus an annual merit-based bonus and benefits, which include flexible PTO, 12 holidays, 1-week July office closure, 1-week December office closure, new parent leave, 100% employee premium paid for medical/dental/vision insurance, and generous premium subsidies for dependents (medical insurance has \$0 individual and family deductibles), 5% retirement contribution, short and long-term disability, life insurance, and professional development support.

Staff are working in a hybrid environment, with a required two days per week in the office (Tuesdays mandatory and second day is flexible). Employees are welcome to work in the office more often.

TO APPLY

NCFP has retained the executive search firm LeaderFit to lead this search. Interested candidates should submit a cover letter and resume [here](#).

The National Center for Family Philanthropy is an Equal Opportunity Employer. It is the policy of NCFP to ensure equal employment opportunity without discrimination or harassment on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, genetic information, or any other characteristic protected by law. NCFP prohibits any such discrimination or harassment.