

POSITION PROFILE

# Chief Development Officer

Save the Chimps

Fort Pierce, FL / Location Flexible

*Vanna grooming Mariah*



# ABOUT SAVE THE CHIMPS

Save the Chimps is the largest privately funded chimpanzee sanctuary in the world whose mission is to provide refuge and exemplary care to chimpanzees in need. In pursuit of the core belief that chimpanzees deserve to live free from exploitation and endangerment, the Sanctuary offers life-long care for chimpanzees retired from research laboratories, the pet trade and the entertainment industry. Thanks to its dedicated staff and amazing volunteers, Save the Chimps delivers safety and expert care to chimpanzees in need, ensuring that they can thrive in their retirement.



*Emily the 2nd*

## HISTORY

In response to the U.S. Air Force's 1997 announcement that it would no longer conduct research on chimpanzees, Save the Chimps' founders designed a 150-acre, state-of-the art Sanctuary including a three-acre island home complete with hills, shelter and climbing structures.

Three months after the arrival of the first rescued chimps, Save the Chimps embarked on the largest rescue effort in history of captive chimpanzees—a nine-year migration and expansion endeavor to ultimately provide refuge to 266 chimps from a New Mexico-based laboratory on now 12 islands. Since its founding, the Sanctuary has been home to more than 340 rescued chimpanzees.

## TODAY

Save the Chimps currently serves more than 220 chimpanzees and has a team of 81, including an extensive Chimp Care team. The Sanctuary operates on a set of core values that guide all of its activities and actions, including a focus on high-quality care for life and a philosophy that chimpanzees experience emotions such as joy, grief, anger, sorrow, pleasure, boredom and depression. Save the Chimps believes that each individual chimpanzee has equal value and provides safety, privacy, lifetime care, freedom from exploitation and the best captive care possible to the chimpanzees who live at the Sanctuary.

For more information, please visit the [Save the Chimps website](#).



# THE OPPORTUNITY

Save the Chimps is seeking a highly experienced Chief Development Officer to lead its development function during a period of growth and transformation. The Chief Development Officer (CDO) will be a visionary, seasoned and strategic leader who brings a proven track record of fundraising success across a range of revenue channels and is excited about joining a deeply mission-driven team.



*Rebecca and Jude*

Both a skilled fundraiser and dynamic relationship builder, the CDO will determine new, efficient approaches to expanding Save the Chimps' donor base through close collaboration with the development team. As a key figure in organizational leadership and member of the Senior Team, they will lead, develop and empower team members with a focus on professionalism, positivity and culture. A deeply mission-driven leader, this person will exemplify respect and curiosity for animal welfare, rescue and care.

Reporting to the CEO, the CDO will focus on leading and growing Save the Chimps' fundraising program, which has a diverse pipeline of support including foundation, corporation, membership and individual partners with an annual goal of \$10M+. Save the Chimps has set ambitious fundraising goals and engaged a consulting firm to complete a feasibility study to confirm the organization's ability to resource its Master Site Plan, and grow its cash reserve to an amount equal to the organization's one-year budget.

The CDO will serve as an essential member of the leadership team and will contribute to key strategic discussions and decisions. They will lead the Development department, consisting of 7 high-performing development professionals with three direct reports: Director of Foundation & Corporate Relations, Director of Events & Special Projects and Director of Marketing.

This role is flexible in location with the understanding that the CDO will need to have a frequent presence at the Sanctuary, located in Fort Pierce, FL.



*Ricky*

In addition to overseeing all day-to-day management of the fundraising program, the CDO will provide leadership in the following areas:

### **RELATIONSHIP CULTIVATION & FUNDRAISING MANAGEMENT:**

- Identify, cultivate, solicit and steward prospective major individual, corporate, and foundation donors as well as public grant or appropriations opportunities.
- Identify major donors' philanthropic interests and provide them with an opportunity to realize an outstanding philanthropic experience through their charitable investment of time, advocacy and financial support to Save the Chimps.
- Develop, implement, and monitor progress toward short-term goals and a long-term fundraising strategy and plan, with clear targets and milestones, analysis of potential audiences, budgets and staffing requirements.
- Build and grow meaningful relationships that result in support for Save the Chimps.
- In partnership with the CEO and with support from the team, design and lead special events and engage members both virtually and on site.
- Engage in networking, prospecting, solicitation and donor stewardship, including traveling for visits and events.
- Ensure diversity and sustainability of site donor base.

## PEOPLE MANAGEMENT:

- Manage, grow and retain a team of high-performing and high-capacity development professionals.
- Lead the performance management process and set goals that will further challenge and build the capacity of each development team member.

## BOARD MANAGEMENT AND ENGAGEMENT:

- Participate in Board of Directors meetings and prepare reports and updates as requested by the CEO and Board.
- Establish significant working relationships and partner closely with the Board of Directors on development-related projects, especially those related to individual giving.

## ORGANIZATION MANAGEMENT:

- Assist the CEO in shaping organizational strategy and lead the effective execution of the site's strategic plan as a member of the Senior Team.
- Review and revise current strategic priorities, including the 2023 fundraising plan as well as the 3-to-5-year plan, to position the organization for growth.
- Assess internal capacity to source organization's operational, capital, and reserve needs; ensure investment in databases, staffing, and infrastructure needed for best practices and efficiency.
- In partnership and collaboration with the CEO, Lead Save the Chimps' capital campaign.
- Develop and manage the Development Department budget, detailing department revenue and expenses.
- Oversee accurate maintenance of donor records and use data to effectively drive strategic planning.



*Aerial view of Save the Chimps Sanctuary*

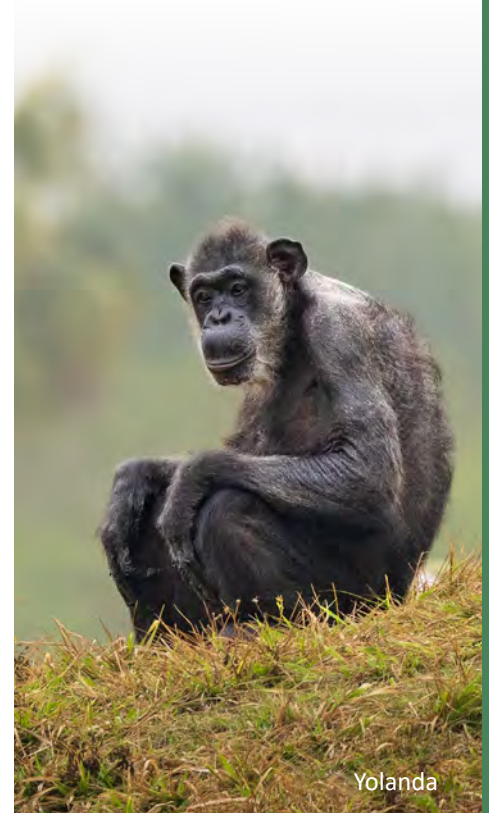


# CANDIDATE PROFILE

The ideal candidate will have the following professional and personal qualities, skills, and characteristics:

## A SKILLED AND INNOVATIVE FUNDRAISER

The CDO will be an effective and proactive fundraiser, taking a creative approach to proposing pathways for new, innovative initiatives that broaden Save the Chimps' donor base of support, resulting in long-term relationships. This leader will have familiarity with a wide range of fundraising channels, especially major individual giving and institutional funding partners. They will successfully convey the organization's mission and objectives in a variety of settings, from one-on-one interactions to large public audiences in a manner that establishes rapport and generates support. They will bring a track record of successfully managing, retaining and growing a diverse donor portfolio. This leader will have an inspirational approach to building collaboration and buy-in and generating support for the organization, continually innovating to help resource the Sanctuary's operations and capital campaign.



Yolanda

## A DYNAMIC RELATIONSHIP BUILDER AND AMBASSADOR

Critical to success in this role, this leader will be skilled at building and nurturing relationships, internally and externally. As part of and in addition to the responsibilities on the Senior Team, the CDO will wholeheartedly serve as an active participant in the overall leadership of the organization, fostering cohesion without intimidation. They will be eager to learn about all areas of Save the Chimps' work and operations and actively participate in strategic discussions. This leader will be a persuasive and compelling communicator to advance engagement and brand value. An excellent listener, this emotionally intelligent leader will take ownership of facilitating relationships, fostering a positive work environment to drive growth across the fundraising team. This leader will work in close alignment with the CEO and senior team to ensure that messages are consistent to all constituents, including donors and potential donors. They will bring a high level of intellectual horsepower as well as a curious, collaborative and creative mindset to assist in the growth and development of Save the Chimps.



March 2023 Save the Chimps Staff & Board

## A COLLABORATIVE AND STRATEGIC LEADER

The CDO will be highly strategic, having the ability to set priorities decisively but collaboratively, delegate responsibilities, ensure accountability and allocate resources to ensure results. This leader will bring a proven record of converting strategy into effective execution, offering creative, practical ideas to achieve Save the Chimps' strategic direction. They will have the ability to clearly communicate critical areas for fundraising growth and craft a cohesive, long-term strategy for transformational giving. The ideal candidate will be an innovative and energetic individual who functions well in a fast-paced, team environment which includes cross-department coordination and consistent member engagement. A diplomatic, approachable and supportive professional, the CDO will be a catalyst for change and growth inspiring all to think entrepreneurially and welcome new ideas.

## PASSION FOR THE MISSION

The CDO will be inspired by the values and mission of Save the Chimps, readily serving as an spokesperson for the organization's mission of providing sanctuary and exemplary care to chimpanzees in need. Bringing an enthusiasm for animal welfare and wildlife rehabilitation, this leader will inspire and motivate others to push the organization's vision forward in a collaborative manner. An empathic, confident leader, the CDO will treat others with respect. The CDO will lead by example, understanding that at times, empathy is an essential quality. The ideal candidate will have proven experience in advocacy, conservation, animal activism or similar spaces. The CDO will be an individual of unquestioned integrity, ethics and values; someone who can be trusted without reservation.

*Save the Chimps is an equal opportunity employer and strongly encourages expressions of interest from people of color, individuals living with disabilities, women and LGBTQ+ leaders.*



# COMPENSATION & BENEFITS

Salary is competitive and commensurate with experience. The salary range for this role is \$190,000 – \$220,000 with a generous benefits package.

## CONTACT

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Turner Delano & Tabatha Skelton are leading this search. Express interest in the role by [Filling out our Talent Profile](#), or email the search team directly at [savethechimps\\_cdo@koyapartners.com](mailto:savethechimps_cdo@koyapartners.com). All inquiries and discussions will be considered strictly confidential.

Koya Partners is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email [NonprofitSearchOps@divsearch.com](mailto:NonprofitSearchOps@divsearch.com). If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

### About Koya Partners

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

Learn more about how we can help you with your search on the [Koya Partners website](#).