



## CHIEF DEVELOPMENT OFFICER



**Elizabeth Dole Foundation**

CARING FOR MILITARY FAMILIES

**DRi Waterstone**  
HUMAN CAPITAL

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# About The Elizabeth Dole Foundation

## Improving Support for America's Hidden Heroes

The Elizabeth Dole Foundation (EDF) is the preeminent organization empowering, supporting, and honoring our nation's 5.5+ million military caregivers--the spouses, parents, family members, and friends who care for America's wounded, ill, or injured veterans.

The Foundation was founded in 2012, and takes a comprehensive approach in its advocacy, working with leaders in the public, private, nonprofit, and faith communities to recognize military caregivers' service and promote their well-being. Its mission and goal is to strengthen, empower, and support America's military and veteran caregivers and their families by raising public awareness, driving research, championing policy, and leading programs and partnerships that make a significant impact on the lives of those who have served our nation. In 2022, EDF successfully championed the expansion of the Department of Veterans Affairs' Program of Comprehensive Assistance for Family Caregivers to caregivers of every war era.

The Foundation is currently at an inflection point; since putting the issue of military caregiving on the map a decade ago, the Foundation has been growing to meet the needs of the military caregiver community. Over the last several years, revenue, staff headcount, and direct service programs have grown significantly, turning an initial \$1M annual budget into a now more than \$10M operation with a national team of thirty dedicated staff.

EDF wants to continue its trajectory of growth by providing a continuum of care to military caregivers and their families. EDF is committed to using evidence-based research to identify and address the most pressing issues military and veteran caregivers face across the nation.



# EDF's Mission, Vision, Values

## Mission

Strengthen, empower, and support America's military and veteran caregivers and their families.

## Vision

We envision a nation that honors the service of military and veteran caregivers and their families by recognizing, supporting, and investing in them.

## Values

- We welcome new ideas.
- We embrace inclusivity.
- We drive innovation and collaboration.
- We go the extra mile.

## Caregivers and Veterans are at the Center of EDF's Work

- **Caregivers + Veterans/Service Members:** The 5.5+ million selfless family members and friends who devote substantial time to caring for a wounded, injured, or ill service member or veteran at home. Research and data prove they play one of the most critical roles in the health and recovery of our veterans and service members.
- **Military/Veteran Families:** In many cases, caregiving and recovery is a family affair. Providing support programs for millions of caregiver children and military and veteran families is vital. Strong, healthy, well-supported families equals better health outcomes for veterans and service members.
- **Engaged Communities:** Educating and engaging communities on the needs of caregivers, their veterans, and families is key. Caring for a wounded, ill, or injured veteran can be an isolating experience and most communities are unaware of their needs. Building awareness and healthy, supportive communities is critical.
- **Systems of Care:** Holistic, family-based, caregiver-inclusive teams are essential for the health and recovery of our nation's service members and veterans. Health systems must recognize, affirm, understand, and acknowledge the unique value and skills of caregivers.



# The Opportunity: Chief Development Officer

## The Elizabeth Dole Foundation Seeks a Strategic and Innovative Professional

The Elizabeth Dole Foundation is excited to offer a unique opportunity for a dynamic **Chief Development Officer (CDO)** to lead its development efforts. The organization is seeking a visionary leader to establish and implement the strategic infrastructure that will catapult it to unprecedented heights. Imagine being at the forefront of building and leading a dynamic team, orchestrating major gifts, spearheading electrifying events, and cultivating key alliances that redefine philanthropic support.

The CDO will play a pivotal role in contributing to the organization's mission. EDF is looking for a high-level strategic thinker, a strong manager, and a mentor who wants to be a part of a team dedicated to making a real difference in the lives of military families.

### Responsibilities include:

- Develop and execute a comprehensive fundraising strategy aligned with the organization's mission and goals.
- Achieve and exceed annual fundraising targets, with a focus on securing major gifts, grants, corporate sponsorships, and direct and digital mail campaigns.
- Foster a collaborative and innovative team culture that encourages creativity and initiative.
- Work collaboratively with members of the Board and designated committees to keep them engaged in fundraising strategies and apprised of the overall progress of the development department.
- Supervise two direct reports initially and build the team, setting priorities, managing budgets, providing regular training, coaching, and feedback, and conducting performance reviews.
- Collaborate with other departments to integrate fundraising goals and initiatives into the overall organizational strategy.
- Build and nurture a culture of giving within the organization, ensuring that philanthropy is integrated into the fabric of daily operations.
- Serve as public spokesperson for the Elizabeth Dole Foundation to accurately portray the mission to the public and potential donors.



# The Candidate

The ideal Chief Development Officer will be a confident, team-oriented, and personable leader who has a disciplined work ethic and methodical approach to fund development. The ideal candidate will be enthusiastic about the opportunity to build programs and be sophisticated in developing a high-functioning donor pipeline.

## Background

- Ten years of management experience.
- Bachelor's degree is required.

## Skills and Abilities

- Track record of increasing revenue at a national level through annual giving programs, corporate stewardship, and fundraising events.
- Comprehensive working knowledge of charitable vehicles.
- Demonstrated ability to relate to top corporate leaders and diverse groups of people from all socioeconomic segments.
- Strong interpersonal skills and ability to deal with a wide range of relationships and situations.
- Superior organizational skills with the ability to manage detailed tracking of commitments and deadlines.
- Ability to create engaging collateral and materials to enable potential donors to understand how they contribute to the achievement of EDF's mission.

## Leadership Style

- Self-starter with a proven ability to prioritize and manage multiple tasks with varying deadlines.
- Creative problem solver who enjoys new challenges.
- Team player who is motivated to achieve personal, department, and organizational goals.
- Detail-oriented with excellent follow-up skills.
- Ability to maintain confidentiality of donor information.
- Excellent written and verbal communication skills.
- Strong project management skills and high proficiency in both Microsoft Office and Donor database/CRM management.

## Work Style

- Available during and after core business hours to cultivate and steward donor relationships.

## Travel

- Estimated at up to 33%.



# The Candidate

## Experience and qualifications:

- Nonprofit fundraising experience preferred, with a deep understanding of strategic comprehensive development working with and securing gifts from high net-worth individuals.
- Comfortable building relationships with high-level individuals and making subsequent six and seven-figure asks.
- Exceptional public speaking skills and the ability to accurately communicate the Elizabeth Dole Foundation's mission to the public and inspire potential donors.
- A servant-leader who puts the team and organization first.
- Minimum of 10 years of experience in a management role and experience in building and managing effective teams and fostering collaboration.
- Extensive experience in donor relations and management, ensuring strong and lasting relationships with supporters.
- Experience using and managing donor pipelines through CRMs; first-hand experience with Salesforce is a plus.
- Must have Executive presence, be charismatic and persuasive, able to motivate and inspire subordinates, peers, and superiors.
- Participate as a member of the Senior Leadership Team to provide a united, visible, and strong leadership presence across the organization.
- Exceptionally strong interpersonal and writing skills are required. Strong verbal communication skills and the ability to service multiple internal customers are critical.
- Experience working with volunteer Boards to develop and execute strategic initiatives.
- Work directly with the CEO and COO to identify the funding opportunities and key collaborations that will sustain EDF's long-range plans and strategic goals.
- Help fulfill those strategic and operational objectives.
- Bachelor's degree in business administration, nonprofit management, or related field. Master's degree preferred.
- Above all, be a passionate believer in the mission and the potential of the Elizabeth Dole Foundation, with a desire to elevate the organization's impact and provide meaningful change for military caregivers and their families.



# Elizabeth Dole Foundation

CARING FOR MILITARY FAMILIES

Applications can be submitted at:

<https://driwaterstonehc.com/position/cdo-elizabeth-dole-foundation/>

## Salary

\$200,000-\$225,000 salary per year.

## Location

This position's job location is hybrid in Washington, DC – 3 days a week in the office.

DRiWaterstone is managing the search on behalf of the Elizabeth Dole Foundation. All first-round interviews for this position will take place via video conference with DRiWaterstone.

## Equal Opportunity Employer

The Elizabeth Dole Foundation is proud to be an equal opportunity employer and encourages people of all backgrounds and identities to apply. All applicants will be considered without attention to race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identify or expression, familial status, family responsibilities, political affiliation, genetic information, disability, or any other quality or circumstance protected by federal or state law.

## About DRiWaterstone

DRiWaterstone is a women-founded and led executive search firm recognized by Forbes magazine as one of the leading executive recruiting firms in the U.S. with a focus on mission and purpose-driven organizations. They provide executive search and strategic consulting services to help regional, national, and international clients grow, thrive, and excel.