



President & Chief Executive Officer (Global)

Arlington, VA

DRi Waterstone
HUMAN CAPITAL

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About the Association of Fundraising Professionals (AFP)

The Association of Fundraising Professionals (AFP) is a professional association of individuals and organizations that generate philanthropic support for a wide variety of charitable institutions. Founded in 1960, AFP advances philanthropy through its 26,000 members in more than 240 chapters throughout the world - connected through offices in the U.S., Canada and Mexico. AFP has inspired global change and supported efforts that have generated over \$1 trillion. Its individual and organizational members raise over \$115 billion annually.

The AFP Foundations for Philanthropy enhance philanthropy and volunteerism through programs of education, research, and service that benefit those who lead, serve and support nonprofit institutions. The purpose of the Foundations is to generate resources for strategic initiatives that advance fundraising worldwide.

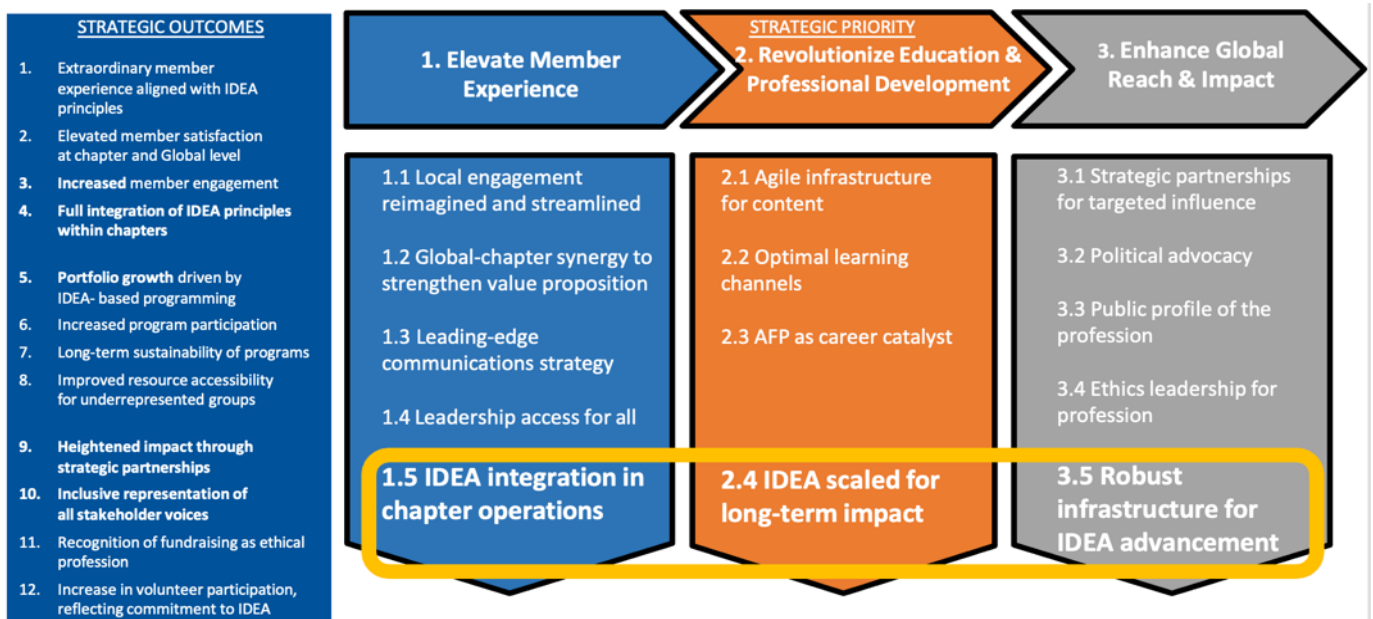
Vision:

To stimulate a world of generosity and positive social good through fundraising best practice.

Mission:

The Association of Fundraising Professionals empowers individuals and organizations to practice ethical fundraising through professional education, networking, research and advocacy.

AFP's New Strategic Plan – The AFP Global Board unanimously approved a new strategic plan in July of 2024 focused on three primary pillars, illustrated below.



About the Association of Fundraising Professionals (AFP)

Striving to stimulate a world of generosity and positive social good through fundraising best practice.

Guiding Principles:

- **Ethics and Trust.** As champions of ethical fundraising, fundraising professionals work to increase public trust in charitable giving. We are accountable to donors and their organizations to perform to the highest standards. We practice courage and integrity in the stewardship of private and public resources.
- **Professional Preparation.** Fundraising professionals are prepared to serve as leaders and mentors within and on behalf of our organizations. We embrace continuing education and credentialing as pathways to advance in all stages of our professional careers. We use knowledge and skills to strengthen our organizations and communities. We understand, promote and share best practices to use and grow the fundraising body of knowledge.
- **Advancing Philanthropy.** Fundraising professionals are leaders in developing a culture of philanthropy within our organizations and communities. We train staff, boards and volunteers in ethical and effective fundraising practices. We work across organizations and nations to advance positive social good.
- **Inclusivity.** Fundraising professionals reflect the diversity of the communities we serve. We work to address the needs of a diverse society. We welcome and support a diversity of individuals and offer pathways for them to succeed.
- **Partnership and Collaboration.** Fundraising professionals are trusted partners with donors in achieving social good. We collaborate locally and globally with other organizations around shared priorities. We work effectively with decision-makers in government and business to achieve shared objectives through philanthropy.
- **Creativity and Innovation.** Fundraising professionals stimulate giving through innovative practices and solutions. We imagine and research new ways to connect with donors and achieve results. We share effective ideas and techniques to promote success across the philanthropic sector.



The President & Chief Executive Officer (CEO) Position

For 60 years, AFP has been the standard-bearer for professionalism in fundraising.

For the past several years, AFP has strengthened its financial management and operational systems to prepare for a new phase of growth and impact within the philanthropic sector. As the Association looks toward the future, they seek a President & Chief Executive Officer (CEO) who will have overall responsibilities to strengthen existing association and foundation initiatives, foster new initiatives to ensure sustainability, and forward progress toward successfully advancing the collective AFP mission.

Reporting directly to the Chair of the Board, the President & CEO of AFP Global is responsible for the overall strategic direction, governance, and leadership of the organization, driving its continued growth and impact in alignment with its mission. This position serves as the CEO of the Association, AFP Canada, and the AFP Foundations. The President & CEO, in partnership with the Board Chair, will serve as the public face of both the membership Association and the Foundations, providing leadership across the entities and being an active and contributing leader within the nonprofit and philanthropic community globally. They will also demonstrate core executive competencies including:

- Integrity and trust
- Champion inclusion, diversity, equity, and access (IDEA)
- Courageous leadership defined by an unwavering drive for achievement and excellence
- Emotional intelligence for leadership effectiveness
- Strategic decision-making
- Strategic growth and talent development
- Strategic relationship building and management
- Executive presence and communication skills
- Inspiring others



Key Responsibilities

- **Championing AFP Global's Mission:** Developing and implementing strategic initiatives that advance AFP's mission, ensuring its relevance and impact; leading the organization in promoting the highest standards of ethical fundraising and professional practice; and integrating AFP's guiding principles of ethics and trust, professional preparation, advancing philanthropy, inclusivity, partnership and collaboration, and creativity and innovation into all aspects of the organization's work.
- **Strategic Vision and Leadership:** Setting the strategic direction for the organization, crafting a compelling vision for the future; leading change; fostering a culture of excellence, collaboration, and innovation; leading the successful implementation of AFP's strategic plan, overseeing operational plans, ensuring clear goals, measurable objectives, and effective performance metrics.
- **Organizational Excellence and Governance:** Driving continuous improvement and ensuring organizational effectiveness; building and empowering a high-performing team; maintaining strong governance practices and upholding the highest ethical standards; ensuring transparency and accountability to the Board of Directors and stakeholders.
- **Membership and Engagement:** Developing and implementing strategies to grow membership and increase member engagement; ensuring exceptional service and value to members and fostering long-term loyalty; cultivating a vibrant and inclusive community, connecting members and fostering knowledge sharing.
- **Leadership of AFP Foundations:** Providing leadership for AFP's affiliated foundations; working collaboratively with the Board of Directors to set strategic direction for the foundations; partnering with Executive Vice Presidents of each foundation to develop and maintain strategic plans specific to each foundation's focus area; championing the organization's mission to external stakeholders; fostering collaboration and knowledge sharing between the foundations; cultivating relationships with key stakeholders in the philanthropic sector and advocating for the organization's causes and priorities.
- **Financial Sustainability and Fundraising:** Overseeing the organization's financial health and ensuring its long-term financial sustainability; in collaboration with the CFO and the Board's Finance Committee, ensuring sound financial management practices; leading fundraising efforts for the association to diversify income streams, secure major gifts, and cultivate long-term donor relationships.
- **Public Representation and Advocacy:** Serving as the public face of AFP Global; building strong relationships with key stakeholders, including government officials, media representatives, and leaders in the philanthropic community; advocating for policies that support ethical fundraising and stronger philanthropy.

The Candidate



The successful candidate will be passionate about the profession of fundraising and will enthusiastically advocate for the advancement of this profession as a key global influencer within the sector. They will have a keen ability to build trusted relationships at all levels and to grow strong leaders and healthy, high-performing teams. Additionally, the ideal leader will continue to cultivate strong financial and operational management practices through an entrepreneurial mindset and will have experience leading and influencing within a complex organizational structure.

Required Qualifications:

- Master's degree or equivalent experience in nonprofit management, philanthropy, or a related field.
- 10+ years of proven leadership experience in senior executive roles within nonprofit organizations, preferably related to philanthropy and/or membership associations.
- Unwavering commitment to AFP's mission and values, with a strong belief in the power of ethical fundraising to create positive change.
- Demonstrated track record of success in strategic planning, execution, and driving measurable results in complex organizational settings.
- Deep understanding of the philanthropic landscape, emerging trends in fundraising, and the challenges and opportunities facing the sector.
- Exceptional communication, interpersonal, and leadership skills, including experience inspiring and motivating teams while building strong relationships with diverse stakeholders.
- Proven fundraising experience and success in securing major gifts, building donor relationships, and developing diversified funding strategies.
- Strong financial acumen, with experience in budgeting, financial management, and strategic resource allocation.
- Excellent analytical and problem-solving skills, with the ability to think strategically and make sound decisions.
- Proven commitment to inclusion, diversity, equity, and access.
- Willingness to travel extensively and represent AFP Global on a global stage.
- Expertise in building and managing high-performing teams.
- Strong advocacy and public speaking skills.



Applications should be submitted at
<https://driwaterstonehc.com/position/afp-ceo/>

Location

AFP's U.S. office is located in Arlington, VA.

Salary

\$325,000+ based on experience and qualifications.

Equal Opportunity Employer

AFP provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and professional development.

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

About DRiWaterstone

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