



# Senior Consultant

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## Position Profile

### The Opportunity

Benefactor Group is growing. We are seeking a dynamic Senior Consultant to join our team. You will partner with unique clients enriching our communities in diverse ways: from creating art to transforming healthcare; from relieving hunger to nurturing the power and potential of young people. You will also work and collaborate with smart, collegial, curious, and fun individuals, who care deeply about the causes we serve and strive to constantly push the field of philanthropy forward.

Your primary job function is to lead and support campaign projects. This includes managing all aspects of a campaign feasibility study, guiding a client through campaign planning, and providing ongoing campaign counsel. Campaigns are powerful initiatives; they elevate an organization's reputation, resources, and impact in ways that are distinct from day-to-day fundraising. By guiding organizations at this unique moment in their lifecycles, you will equip our clients to achieve exciting successes and reach new milestones.

While campaigns will be your primary responsibility, you will also have the opportunity to engage in related projects, such as annual fundraising, strategic planning, board governance, and nonprofit leadership coaching.

### About Benefactor Group

Established in 1999, Benefactor Group has won a reputation for innovative consulting and management services that build the capacity of nonprofit organizations; plan for and support capital, endowment, and comprehensive campaigns; and develop staff and volunteer leadership. Benefactor Group has designed and implemented dozens of fundraising studies with organizations of all sizes and complexity in arts and culture, education, health and human services, conservation, civic affairs, and faith communities.

Our staff of 19 professionals includes members of the Council for Advancement and Support of Education, Association of Fundraising Professionals, Association for Healthcare Philanthropy, Partnership for Philanthropic Planning, *Giving USA* Editorial Review Board, Nonprofit Technology Network, Association of Advancement Services Professionals, Network of Nonprofit Search Consultants, Alliance for Nonprofit Management, and American Alliance of Museums. Our staff includes award winners, national thought leaders, and published authors.

Benefactor Group is a member of the Giving Institute, a consortium of the nation's leading philanthropic consulting firms. Through our relationship with these organizations, we have the opportunity to explore the characteristics and skills that have proven most effective in search practices in the nonprofit sector.

We serve clients at home and around the world, and our access to human resources, research and reference materials, technology, and professional networks is tailored to meet each client's particular needs. We strive to nurture mutually rewarding relationships, **servicing those who serve the common good**<sup>®</sup>.

## Services



### Capital Campaigns

- Planning Studies
- Campaign Planning
- Case for Support
- Coaching and Management



### Leadership and Search

- Governance Assessments
- Board Retreats
- Executive Transition
- Succession Planning
- Recruitment and Search



### Annual Fundraising

- Development Assessments
- Annual Fundraising Plans
- Staff Retreats
- Membership Programs
- Mid-level Giving Programs
- Major Gifts Programs



### Endowment Building

- Endowment Planning
- Endowment Building
- Planned Giving Programs



### Strategic Planning

- Core Purpose and Mission
- Strategic Objectives
- Strategic Measures
- Ongoing Monitoring



### Nonprofit Technology

- System Selections
- Project Management
- Process Improvement
- Using Data and Metrics

## Our Values

These values define the core aspects of what it means to work at Benefactor Group.

- **Our name is on it.** Benefactor Group expects and encourages high performance. We are serious about our work. It reflects who we are. It reflects who you are.
- **Geek factor.** We are curious. We are excited to learn. We don't leave well enough alone. We tweak, revisit, and improve; or sometimes, discover that the original approach is best.
- **True to self.** While our values unite us, we do not all fit the same mold—and we celebrate our diversity. An effective team includes analysts, creatives, idealists, pragmatists, extroverts, and introverts. People do their best work when they present their true selves.
- **Abundance.** We are confident that we and our clients can succeed. We build on what is strong—appreciation, gratitude, positivity—because organizations change in the direction they inquire.

## The Position

### Project and Client Success

Your primary job function is to provide effective campaign services to our clients, including completing feasibility studies, guiding campaign planning, overseeing the creation of campaign plans and cases for support, and providing ongoing campaign counsel. Through these engagements, you will successfully counsel clients through all aspects of campaigns, including building a strong fundraising infrastructure; recruiting and managing volunteers; developing compelling communications; identifying, cultivating, and securing major gifts, and engaging broad donor audiences.

### Strategy

The ability to analyze and synthesize the inputs from a project (data assessment, individual and small group interviews, fundraising trends, etc.) and produce insightful findings and smart and practical recommendations that help our clients accomplish their goals.



## **Service Line Expertise**

One of your most important roles is that of an expert. You must maintain knowledge of current campaign and fundraising tactics and trends through self-directed and firm-supported professional development.

## **Oral and Written Communication**

A successful Senior Consultant is an effective communicator. This comes in the form of leading client meetings, interviewing staff and volunteers, and writing and reviewing campaign plans and cases for support. Senior Consultants are also encouraged to contribute to firm marketing efforts. This generally means thinking about interesting topics (embodying our Geek Factor value) and sharing those thoughts with the world through writing blogs, articles, and whitepapers, and speaking at conferences and webinars.

## **Client Satisfaction**

Gauging clients' satisfaction helps minimize or eliminate negative client experiences, and it makes us all more effective by learning what works. Specific responsibilities include periodically checking with clients to assess satisfaction, as well as reviewing and learning from project closure surveys.

## **Sector Expertise**

Benefactor Group works across all nonprofit sectors: Arts and Culture, Higher Education, Healthcare, Faith-based, Human Services, Social Justice, Aging Services, Animals and the Environment, etc. Senior Consultants are expected to understand these sectors and to be an expert in at least one of them. We develop that expertise through self-directed and proactive learning (e.g., being part of a professional society).

## **Productivity**

We expect our consultants to be 60% to 65% utilized—meaning they spend 24 to 26 hours each week on direct client service, in alignment with each project's estimated hours. The remaining time is spent improving our skills, supporting business development and marketing, and completing administrative tasks.

# **Qualifications**

## **Required**

- B.A. or B.S. in relevant field or equivalent knowledge and experience
- Ten or more years of progressive experience in nonprofit fundraising

## **Desired**

- Experience leading and supporting multi-year and multi-faceted capital campaigns
- Consulting experience, knowledge of nonprofit marketplace
- CFRE certification



## Competencies

- Ensures accountability
- Action-oriented
- Collaborates
- Drives results
- Cultivates innovation
- Interpersonal savvy
- Nimble learning
- Organizational savvy
- Persuades
- Builds networks
- Manages ambiguity
- Demonstrates self-awareness
- Resourcefulness
- Self-development
- Strategic mindset
- Instills trust

## Reporting Relationship

Reports to Vice President and firm Principals as assigned on a project basis.

## Application process

Applications will be reviewed as they are received. All applications are considered highly confidential. To be considered for this position, please send a cover letter and resume to:

Benefactor Group Recruitment Team

[HR@benefactorgroup.com](mailto:HR@benefactorgroup.com)

<http://www.benefactorgroup.com>

All questions should be directed to Adam Fazio, Senior Consultant: [Adam@BenefactorGroup.com](mailto:Adam@BenefactorGroup.com)