Vice President

Position Description (Fundraising Service Line Leader)

The Opportunity

Benefactor Group seeks an accomplished fundraising strategist and people leader to lead the firm's largest service line. You will set the direction for how Benefactor Group helps nonprofits plan for and achieve ambitious philanthropic goals, from campaign feasibility studies and campaign counsel to annual fundraising, planned giving, development assessments and plans, coaching and training, and endowment building. The work brings you alongside visionary nonprofit staff and volunteer leaders tackling urgent challenges across the arts, education, healthcare, human services, conservation, and beyond.

In this role, you'll lead a team of four direct reports, coaching, mentoring, and holding them accountable for excellent work. Developing the next generation of fundraising leaders at Benefactor Group is a central part of this work. In addition, you will lead and support high-profile client engagements, serving as a trusted advisor to executive leaders and boards.

This is an exciting time to join a growing firm with strong internal support and significant opportunity for innovation. You'll be part of a collegial, mission-driven team that values curiosity, authenticity, and excellence. Benefactor Group is a place where smart ideas are nurtured, learning is continuous, and your leadership will shape not only the success of our clients but the future of the firm.

The ideal candidate will bring experience to:

- Lead fundraising strategy at a senior level, as a consultant to nonprofits or as a chief development officer, vice president of advancement, or similar nonprofit leader.
- Direct successful capital, endowment, or comprehensive campaigns, including feasibility studies and campaign counsel.
- Build fundraising capacity through annual giving, planned giving, development assessments and plans, and staff and volunteer coaching and training.
- Build and lead high-performing teams, with a proven record of coaching, holding people accountable, and developing emerging leaders.

- Design and build processes, systems, and infrastructure that help an expanding team work well, and find real energy in that kind of building work.
- Oversee multiple concurrent engagements while supporting the success of the people leading them.
- Engage with boards and executive leaders, serving as a trusted advisor to them on strategic, values-driven decisions.
- Translate qualitative and quantitative findings into clear, actionable recommendations.
- Guide the development of compelling fundraising communications, including cases for support.
- Navigate the unique dynamics of nonprofit organizations across sectors such as arts, education, healthcare, or human services.
- Build relationships and professional networks that generate new business and help the firm expand its reach.
- Represent the firm as a subject matter expert in sales presentations.

About Benefactor Group

For more than 25 years, 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 hundreds 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 25 professionals includes members of the Council for Advancement and Support of Education, Association of Fundraising Professionals, Association for Healthcare Philanthropy, National Association of Charitable Gift Planners, 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 proven most effective in campaign 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 needs. We strive to nurture mutually rewarding relationships, serving those who serve the common good®.

Key Position Functions

The Vice President, Fundraising Service Line Leader sets the strategic direction for how Benefactor Group delivers fundraising counsel across the firm, including campaign feasibility studies and counsel, capacity building, endowment building, and fundraising communications.

Project Leadership

Serve as senior counsel on the firm's most complex and high-profile fundraising engagements, including campaign feasibility studies, campaign counsel, development assessments, and endowment initiatives. Guide discovery, stakeholder interviews, analysis, and recommendations, building trusted relationships with executive and volunteer leaders throughout each engagement. Advise project teams across the service line on strategy and client relationships, holding accountability for the quality and impact of the work. This role may also take on interim staffing assignments directly, embedding within a client's team.

Service Line Leadership

Lead Benefactor Group's largest service line, with responsibility for its performance, client retention, and reputation in the field. Partner with product line leaders to set and evolve strategy across Campaigns, Communications, Capacity Building, and Endowment, ensuring the portfolio remains cohesive, differentiated, and responsive to the changing needs of the nonprofit sector. Work closely with fellow service line leaders in Talent, Strategy, and Technology to find opportunities to bring our full range of services together for clients. Serve as a visible voice for Benefactor Group's fundraising point of view through writing, speaking, and professional networks, and collaborate with fellow service line leaders to advance firmwide priorities.

Lead, Manage, Hold Accountable

Build and lead a high-performing fundraising team, including four direct reports, by setting clear expectations, modeling excellence, and holding direct reports and project teams accountable for high-quality, on-time delivery. Coach and mentor team members through regular feedback, stretch assignments, and development opportunities that strengthen their skills and advance their careers. Identify and develop the next generation of fundraising leaders at the firm, preparing colleagues to lead engagements, product lines, and teams of their own.

Fundraising Methodology

Serve as steward of Benefactor Group's fundraising methodology, ensuring it remains rigorous, consistent, and current across the service line. Partner with product line leaders to equip project teams with the tools, training, and frameworks they need, and refine the firm's approach based on client outcomes, sector research, and emerging practice.

Fundraising Communications

Oversee the firm's fundraising communications function, ensuring the two fundraising communications consultants deliver compelling stand-alone projects, such as cases for support, while meeting the communication needs of engagements across the firm. Partner with fellow service line leaders to set priorities and balance capacity so every engagement benefits from clear, persuasive messaging.

Fundraising Strategy

Bring seasoned judgment to complex fundraising questions, synthesizing qualitative and quantitative findings into clear, actionable recommendations. Apply Benefactor Group's proven methodologies while adapting them to each client's unique circumstances. Help clients clarify their cases for support, strengthen governance and leadership alignment, and build the systems and culture needed to achieve their philanthropic goals.

Subject Matter Expertise

Maintain current knowledge of fundraising tactics, trends, and best practices through self-directed and firm-supported professional development, and share that insight with clients and colleagues. Collaborate with fellow service line leaders and product line leaders to evaluate and strengthen Benefactor Group's methodology. Maintain deep expertise in at least one nonprofit sector.

Business Development

Build and nurture relationships that support firm expansion and extend Benefactor Group's reach. Partner with the lead salesperson on fundraising engagements, including proposal writing, exploratory calls, and sales presentations. Serve as a credible, compelling expert who helps prospective clients see how Benefactor Group can help them achieve their goals.

Oral and Written Communication

Lead client meetings and presentations with clarity and confidence, interview stakeholders, and produce high-quality written deliverables such as feasibility study reports, development assessments, and campaign counsel recommendations.

Contribute to Benefactor Group's thought leadership through blogs, articles, and speaking engagements.

Client Satisfaction

Champion an exceptional client experience across the service line. Check in with clients periodically to assess satisfaction, and use project closure surveys and client feedback to continuously improve delivery.

Our Values

These values define what it means to work at Benefactor Group. Vice presidents are expected to embody and model them in every client and colleague interaction.

Our Name Is on It	We take our work seriously because it reflects who we are. We hold ourselves and each other to high standards. When we struggle, we stick with it. When we excel, we celebrate as a team.
We Celebrate Our Geek Factor	We are curious and excited to learn. Our instinct to question, explore, and understand fuels constant improvement. We actively share what we know and never stop asking why.
True to Self	We strive to be authentic with one another. We believe our colleagues and clients do their best work when they feel supported and free to be themselves.
Abundance	We build on what is strong. We are quick to offer praise and give feedback to foster growth. Our words and actions reflect a deep belief in each other and in what's possible.

Leader Capabilities

Benefactor Group expects vice presidents to demonstrate the following leadership capabilities in their work with clients, colleagues, and the firm.

Owns It	Demonstrates self-awareness and accountability. Understands the impact of their behavior on outcomes and on others. Takes ownership of both successes and setbacks.
Drives Results	Consistently meets or exceeds goals. Actively supports the success of the broader team, not just individual client engagements.
Communicates Effectively	Communicates with clarity and adaptability across audiences. Plans communication with impact in mind—with clients, colleagues, and prospective partners alike.
Builds Magnetic Culture	Consistently lives Benefactor Group's values and recognizes others who do the same. Contributes to a collegial, mission-driven environment where people do their best work.

Qualifications

Benefactor Group is committed to building a team that reflects the diverse communities and organizations we serve, and we welcome candidates of all backgrounds and experiences. If this role excites you and your experience aligns with some, but not all, of the qualifications below, we encourage you to apply.

- Proven frontline fundraising experience, personally identifying, cultivating, soliciting, and closing gifts with individual, corporate, and foundation donors.
- Proven experience leading high-performing frontline fundraising teams to meet ambitious goals.
- Experience leading and supporting multiyear and multifaceted capital and comprehensive campaigns.
- Understanding of nonprofit governance.
- Nonprofit leadership outside advancement, such as serving as a board member, executive director, chief operating officer, or other senior leader (preferred).

- Demonstrated strong emotional intelligence, cultural competency, and a commitment to equity and inclusion.
- Prior experience leading fundraising consulting engagements and an understanding of the nonprofit marketplace (preferred).
- CFRE, CSPG, CFM, and other accreditations recognized by the Association of Fundraising Professionals or the National Association of Charitable Gift Planners (strongly preferred).

Work Environment and Compensation

Position reports to the Executive Vice President.

This is a remote position with the expectation of 20% travel, including annual firm-sponsored retreats and travel for client projects, as required. Candidates in Central Ohio will be asked to maintain a hybrid schedule to be mutually agreed upon with Benefactor Group leadership.

Applicants must be legally authorized to work in the United States. Benefactor Group cannot sponsor employment visas.

- The position includes a competitive base salary and performance-based compensation tied to firm financial performance. The projected minimum total compensation for the role is $180,000, commensurate with experience.
- Compensation includes a comprehensive benefits package, including major medical, retirement, and more. This position is expected to be 45% billable, with the remaining time allocated to Business Development, Administration, Product Development, Leadership, Management, and Accountability (LMA), Professional Development, and Service Line Leadership.

Application Process

Applications will be reviewed as they are received. All applications are considered highly confidential. To be considered for this position, please complete an application at this link: https://bit.ly/BG_VP-FundraisingApp.

To learn more about Benefactor Group, please visit https://benefactorgroup.com/. All questions should be directed to Adam Fazio, Talent Service Line Leader: adam@benefactorgroup.com.