

Humane Society of Charlotte

Chief Philanthropy Officer

Position Announcement

September 2024



Humane Society of Charlotte

Position Profile: Chief Philanthropy Officer

Hiring Range: \$100,000 to \$120,000

Schedule: Monday - Friday (evenings and weekends as needed)

The Role

The Humane Society of Charlotte seeks an experienced Chief Philanthropy Officer who will be goal-driven, an expert at building and maintaining relationships, and bring positive energy and humor to the workplace. The Chief Philanthropy Officer is a senior member of the leadership team, orchestrating all philanthropic and marketing initiatives while working closely with the President/CEO, Executive staff and Board of Directors. They will set the strategy and tone for fundraising and marketing and lead a development/marketing team of eight. The Chief Philanthropy Officer will guide all fundraising/marketing initiatives, focusing on comprehensive annual plans to maximize organization goals.

The Chief Philanthropy Officer plays a key role in the financial health and growth of the Humane Society of Charlotte. Their responsibilities include focusing on relationship-based fundraising and maintaining strong connections to existing individual and corporate investors while seeking out and engaging new donors and supporters to secure and expand HSC's fundraising potential. They are responsible for the management, supervision, and professional growth of the development/marketing team.

HSC is a private, 501 (c) (3) nonprofit, that relies on the generous support of animal lovers, grants, bequests, and fees for service. HSC is not affiliated with any other animal welfare organizations, and we do not receive government funding.

HSC Background

For more than 46 years, the Humane Society of Charlotte has been working toward our mission to champion the wellbeing of companion animals and strengthen their bond with people who know, love and need them. In 1986 HSC opened the first low-cost spay/neuter clinic in the southeast United States. In 2017 we launched a capital campaign to build a new state of the art facility and in 2022 we reached our capital campaign goal of \$15 million and opened our doors in June. We now have an expanded adoption center, spay/neuter & wellness clinic, pet help center and education center. Our updated facility allows HSC to become more easily accessible to the community and provide a safe space where all people are welcome and treated with the upmost care and respect. At HSC, it is our foundational belief that people will make good decisions for animals when they are treated with kindness and understanding, and when they have enough information and resources.

In 2023, HSC has been fortunate to receive the support of 14,503 donations both monetary and in-kind. It was our annual goal to raise over \$3.53 million in operational funding and far exceeded our goal by raising over \$4.59 million. Our development team currently hosts 4 major events each year including Pet Palooza and Ties & Tails Gala, as well as numerous private and third-party events raising close to \$760,000. HSC relies heavily on our community for support and could not be where we are today without them.

Commitment to the Community

It is the community vision of HSC to have a future when all companion animals have the support, care, and human connections needed to live healthy, rewarding lives. The Humane Society of Charlotte is a community resource committed to delivering effective, innovative services that strengthen the human animal bond and improve the lives of companion animals and the people who care about them. Our vision is for Charlotte to be a humane community, for animals and people and one in which all live together harmoniously.

While many view HSC as an animal centric organization, our intent is to positively impact people and animals. As a non-profit built on the belief that all people are equally deserving of the love and companionship of a pet, HSC's work is rooted in compassion and equity.

Within our work and in adherence with our vision and mission, we are committed to exemplifying humane behavior and believe there is no place for hate, intolerance, discrimination or racism. We stand solidly with those who seek systematic change, racial justice, and a social fabric that embraces everyone equally.

As animal welfare professionals, we must always remember to keep the human in humane. Hate has no place in the humane society we are fighting for.

Essential Duties and Responsibilities

- Create and manage the annual development budget and devise fundraising strategies to maximize efficiency and meet fundraising objectives.
- Strengthen current funding from private sources and be relentless in developing new and more diverse sources of revenue with an emphasis on major gifts.
- Initiate, cultivate and ensure lasting relationships with donors guiding them through a cycle of continued support to enhance short and long-term funding needs.
- Raise the profile and maintain the strong reputation of the Humane Society of Charlotte through enhanced community partnerships.
- Oversee strategic plan initiatives as they relate to development and marketing and work with the CEO on the creation of new tactics to achieve desired results.
- Manage the development and marketing teams ensuring their various goals and objectives are being met in conjunction with the organization's overall strategic plan.
- Actively manage major gift portfolio including stewarding and soliciting for charitable contributions.
- Oversee major gift process, to include follow-up reporting and ensuring stewardship calls are being made by the Board of Directors.
- Manage the planned giving Legacy Society including onboarding of new members, educational initiatives related to the program as well as stewardship activities for current members.
- Design and cultivate a variety of recognition activities and programs in conjunction with the donor engagement calendar.
- Coordinate involvement of staff, President/CEO and board members in donor solicitation and recognition activities.
- In conjunction with the Philanthropy Manager and Major Gifts Officer, work closely with department heads and program staff to make certain that fundraising requests match program needs and make recommendations on opportunities to engage donors to meet needs.

- In conjunction with the President/CEO, assist board members in developing individual action plans and goals to meet their annual board commitment.
- Report fundraising status for inclusion in the monthly board package and all-staff meetings.
- Monitor key fundraising trends and analyze data to maximize constituent engagement and make recommendations.
- Direct all traditional and social media marketing initiatives from strategy to deliverables in conjunction with the Marketing & Communications Manager.
- Serve as one of the public representatives of the organization, effectively communicating mission, focus and needs to the public, sponsors and media.
- Provide direction and support of the Events Manager in the planning and implementing of all HSC special events and projects and evaluate current and future events to maximize resources.
- Coach staff by providing regular, ongoing feedback and timely performance evaluations and develop annual goals for the team that include timelines, procedures and accountabilities to be accomplished in meeting future plans and objectives.
- Provide excellent customer service to all staff, volunteers, donors and visitors.

Qualifications & Expectations

Experience:

- Bachelor's degree required, CFRE preferred.
- Minimum seven years of non-profit fundraising management experience.
- Experience with developing and maintaining productive working relationships with board members, donors, volunteers, and staff.
- Working knowledge of MS Office, database management software, web and social media savvy.

Skills:

- Excellent fundraising techniques and implementation of industry best practices.
- Ability to work with a wide diversity of individuals and commitment to diversity, equity and inclusion.
- Self-motivated, entrepreneurial, well organized, detail oriented, and able to effectively work independently and within a team framework.
- Goal oriented, committed to excellence and results.
- Strong interpersonal skills required, as well as a high level of skill in written and verbal communication.
- Capable of balancing multiple priorities, with limited resources, in a fast-paced environment.
- Must be comfortable interacting with dogs and cats.
- Must have a valid driver's license, reliable mode of transportation and good driving record.
- Must be willing to work flexible hours, including evening and weekends as needed.
- Enthusiasm for the mission of the Humane Society of Charlotte.
- EOE

Compensation

\$100,000 - \$120,000 per year, compensation commensurate with experience and ability.

HSC includes competitive benefits including 98% company covered Medical & Prescription Drug Insurance, Dental & Vision Insurance, complementary Life and Disability Insurance, Medical & Dependent Care FSA, 401(k) with 3% discretionary match, Employee Assistance Program comprising of free mental healthcare, legal and financial health, Professional Development Assistance, PSLF Program, 4-week paid Sabbatical, paid Parental Leave, generous PTO and additional paid leave programs.

HSC also offers multiple discounted benefits for your pet including Adoption, Food Programs, Wellness Care & Preventative Medication, Training, Pet Insurance and paid Pet Bereavement Leave.

To Apply

Visit our careers webpage: [Humane Society of Charlotte Careers](#) Here you can learn more about our benefits, culture, and FAQ's. You may also start our application process now and apply directly here: [Apply Now](#)