Associate Vice President for Development
Health System Development

Position Description
The Opportunity
The University of Virginia seeks a dynamic, collaborative, and experienced fundraising professional to serve as Associate Vice President for Health System Development (AVP). This is a remarkable opportunity to lead a best-in-class fundraising program as it works towards highly ambitious goals as part of the University of Virginia’s $5 billion Honor the Future Campaign. The arrival of UVA’s new Executive Vice President for Health Affairs, Dr. K. Craig Kent, provides significant momentum for the campaign.

Reporting to the Senior Associate Vice President for Health System Development, the AVP will provide visionary leadership for a team of 20 frontline fundraisers that raise philanthropic support for the UVA Medical Center, School of Medicine, and School of Nursing. The AVP will be a strong partner with the Sr. AVP in defining campaign priorities and structuring the team accordingly. In addition to overseeing all frontline fundraisers, the AVP will manage a portfolio of major and principal gift prospects.

The AVP will be a gifted professional with an exceptional track record in principal and major gift fundraising, as well as in staff leadership, coaching, and management.

Key Responsibilities

Leadership

- Guide, manage, and oversee the development efforts of several fundraising teams. Work closely with Directors and Executive Directors, with up to 8 direct reports.
- Lead team through the Health System’s leadership transition, clarifying and/or refreshing campaign priorities and team structure to align with a new vision.
- Focus on performance, new prospect identification, and achievement of the Health System’s $1B fundraising goal.
- Set priorities and expectations; maintain comprehensive metrics to track areas of success and improvement.

Fundraising

- Actively manage a portfolio of principal and major gift prospects and meet performance expectations. Travel for donor/prospect visits.
- Strategize, forge, and strengthen relationships with a new generation of donors, drawing from
the wide array of friends, pan-University alumni, parents, grateful patients and families, and others to secure transformational Health System gifts.

- Work collaboratively with Health System colleagues and advancement professionals across Grounds to identify, cultivate, solicit and steward prospects and donors.

**Inclusive Excellence**

- Strong commitment to and record of advancing diversity. Recruit and retain a diverse team and develop a culture in which everyone feels valued and supported.
The Opportunity

The Honor the Future Campaign

The AVP will join the University at an exciting time in UVA history—the beginning of both a comprehensive campaign and a new University presidency. Having celebrated its bicentennial in 2017, UVA has embarked on a groundbreaking $5 billion capital campaign, the Honor the Future campaign, that will advance the priorities of every school and unit, support new and existing programs, and fund capital projects. Within the Honor the Future campaign, UVA Health has a $1 billion goal to support initiatives in patient care, research, and medical and nursing education. The campaign represents an investment in the ideas, people, and solutions that save lives and relieve suffering. UVA Health has raised over $400 million towards its goal. This includes $83 million in bequest intentions and planned gifts.

The AVP will have the opportunity to build on a legacy of fundraising success. During UVA’s previous $3 billion capital campaign, which culminated in 2013, UVA Health exceeded its $500 million goal during a time of significant economic adversity. During this campaign, UVA Health raised over $675 million from more than 53,000 donors who made over 90,000 individual gifts.

UVA Health

UVA Health is redefining what it means to be an academic medical center. That means caring, researching, and teaching with renewed focus and compassion for every patient, every day, because tomorrow can’t wait.

The UVA Medical Center, a level I trauma center with over 600 beds and numerous specialty and outpatient clinics in Charlottesville and throughout Virginia, is stepping up to meet the needs of the Commonwealth, the nation, and the world as the #1 hospital in Virginia. With 15 specialties in the top 50 nationally and a $2.3 billion annual operating budget, UVA Health leads the University in generating new areas of research and forging innovative affiliations.

The University of Virginia School of Medicine’s cutting-edge educational and research programs are built on innovation and collaboration, bridging the academic and clinical environments to pioneer the treatments and cures of tomorrow. Campaign priorities will span the entire School, but also will focus on advancing biomedical research in cancer, transplant, and the neurosciences, among other areas.

“To be both great and good, we must never forget that our ultimate purpose as a public university is to serve the public through an unending and fearless search for truth and through our teaching, our research, and our healthcare.”

President James E. Ryan
The University of Virginia School of Nursing, home to the #2 Clinical Nurse Leader program in the nation, is the only school of nursing in Virginia ranked in the nation’s top 25 programs. With a focus on compassionate care, the School of Nursing is committed to training the next generation of resilient, innovative, and passionate nurse-leaders.

The University of Virginia
The University of Virginia was founded by Thomas Jefferson in 1819 to advance human knowledge, educate leaders and cultivate an informed citizenry. Today, U.S. News & World Report consistently ranks UVA in the top three public universities. In the 28 years since U.S. News began ranking public universities as a separate category, UVA has always ranked among the top three. The University of Virginia continues to place among the top 30 of the nation’s public and private universities combined.

We are a thriving and diverse global community of nearly 54,000 students, faculty and staff. University students hail from virtually every state in the nation and 111 countries, and our 230,000 alumni around the world actively support our mission to serve the greater good.

To learn more about UVA, download this PDF, or visit http://www.virginia.edu
Candidate Profile

The University seeks an energetic and charismatic leader with a strong affinity for the mission and values of the University of Virginia and UVA Health who has had success in an academic health system or comparable complex organization. Preferred candidates will have advancement leadership experience and an understanding of fundraising in higher education and/or healthcare. They will have the desire to establish a foundation of excellence and a proven record of exceeding goals and improving annual outcomes. They will also have proven leadership, coaching, and relationship building skills.

Substantial personal energy and passion are required to establish strong, authentic relationships, both within the University community and externally, with its many prospects, donors, and other friends of influence. The establishment of such relationships will require a leader who demonstrates the highest levels of integrity, judgment, creativity, decisiveness, intellectual curiosity, self-awareness, and a sense of humor.

Professional Experience

- A minimum of 8 years of experience in fundraising, preferably in higher education or healthcare.
- Expertise and experience in securing outright, estate, and blended gifts from a wide variety of fundraising sources including individuals (grateful patients and families, alumni, parents and friends), corporations, and foundations.
- Experience with financial forecasting, budgeting, strategic planning, and working with senior leaders.
- Demonstrated success as a manager of gift officers. Open, accessible, and transparent approach to management with the ability to coach others to success.

Education

- Bachelor’s degree required; Advanced degree preferred.

Interpersonal Characteristics

- Excellent communication and collaboration skills. Ability to address challenges with grace, wisdom, and presence. Proven ability to communicate across a broad range of audiences.
- Service-oriented leadership style and ability to build professional relationships with University Advancement leadership, UVA Health leadership, faculty, fundraisers, volunteers, donors, and colleagues.
Candidate Profile

- Possess a command of cultural sensitivity and value and embrace cultural, political, and social differences. The AVP will contribute to an environment that encourages diversity, equity, and inclusion.

To Apply or Nominate:

To learn more about this opportunity, please visit http://executivesearch.virginia.edu/searches.

Applications should include a resume and letter of interest. The search will be carried out with full confidentiality; candidates will be notified before references are contacted. To be officially considered for this position, all applicants must apply through UVA Workday.

For confidential inquiries or to nominate someone for this opportunity, please contact AJ Davidson, Senior Search Consultant, UVA Executive Search Group at ajh2d@virginia.edu.

The University of Virginia is an equal opportunity and affirmative action employer. Women, minorities, veterans, and persons with disabilities are encouraged to apply.