



CHIEF DEVELOPMENT OFFICER

ABOUT K9S FOR WARRIORS

K9s For Warriors is the nation's largest veteran service organization providing highly skilled service dogs to disabled American veterans, empowering them to return to life with dignity and independence.

The core training program focuses on rescuing and training shelter dogs to be paired as service dogs for warriors with service-connected Post-Traumatic Stress Disorder (PTSD), Traumatic Brain Injury (TBI), and Military Sexual Trauma (MST), with the end goal of ending veteran suicide. Each warrior is provided with a service canine, equipment, training, certification, seminars, legal instruction, vet care, housing, home cooked meals, unconditional love and listening, and a lifetime of wrap-around services – all at no cost to the veteran. The program is unique, comprehensive, and proven thanks to [research by Purdue University College of Veterinary Medicine](#).

K9s For Warriors focuses on healing – helping the veteran and paired service dog build a bond to facilitate recovery so that warriors can return to their communities with a new “leash” on life as productive citizens who make a positive difference. Roughly 90% of the service dogs trained by K9s For Warriors come from shelters or are owner-surrendered. With each graduate pair, two lives are saved; K9s rescues the dog, and the dog rescues the warrior.

We invite you to learn more at www.k9sforwarriors.org.

Key Facts

- \$10M operating budget
- 646 warriors and 1,263 dogs rescued as of Dec. 2020
- 12-member Board of Directors
- 100 total staff

Mission

K9s For Warriors is ending veteran suicide and returning our warriors to a life of dignity and independence. We rescue and train shelter dogs to be paired as Service Dogs for warriors with service-connected Post-Traumatic Stress, Traumatic Brain Injury and/or Military Sexual Trauma.

Values

- Service
- Integrity
- Heart
- Humility
- Respect

Visit



THE POSITION

The Chief Development Officer will serve as the lead fundraising strategist for K9s For Warriors. They will serve as a member of the senior leadership team, administratively reporting to the Chief of Staff, and partnering closely with the CEO. In addition to managing a staff of eight development professionals, the Chief Development Officer will oversee all fundraising activities and spearhead the growth of a successful and sustainable philanthropic program.

The Chief Development Officer will be a collaborative, transparent, and highly communicative leader comfortable working in an environment of constant growth. They will bring prior experience growing comprehensive fundraising programs and leading a high-performing team in a strategic and sustainable manner. A passion for the work of rescuing animals and/or serving the veteran community will be key to success.

MAJOR OBJECTIVES

Within the first 12 to 24 months, the Chief Development Officer will achieve the following major objectives:

- Gain a thorough understanding of the breadth and scope of K9s For Warriors, assess the development program and team, and develop a strategic and sustainable fund development plan.
- Increase annual revenues to \$15 million or more to support the national expansion of programs.
- Implement strategic goals for the development team and processes to better utilize donor data in support of ongoing growth.
- Offer insight and fundraising expertise to organization-wide strategic planning process.

RESPONSIBILITIES

The Chief Development Officer will have the following primary responsibilities:

- Develop and implement a fund development strategy to support ongoing growth of the organization, including digital and direct response campaigns, capital campaigns, major gift programs, annual giving, fundraising events, third-party fundraising activities, corporate and foundation giving, and planned giving.
- Serve as a collaborative member of the senior leadership team, engaging the CEO and other senior leaders as appropriate in fundraising on behalf of the organization.



- Lead a high-performing development team in a collaborative, transparent, and communicative manner that supports their ongoing professional development.
- Set and lead the successful achievement of fundraising goals for annual operations assigned to each member of the team and the organization as a whole.
- Develop and implement a strategy for donor engagement, identification, cultivation, and solicitation, securing and stewarding major and principal individual, foundation and corporate donors on an ongoing basis.
- Assess the donor database, implement processes for optimal use, and determine best practices so that it can more effectively support the work of the organization.
- Develop mission advancement strategies and oversee dynamic volunteer management and community engagement/outreach programs.
- Ensure a culture where effective teamwork, collaboration, and innovation are expected, recognized, and rewarded; lead by example with regard to appropriate risk-taking, cross-organizational cooperation, effective communication, and clear standards of conduct.
- Collaborate with the marketing and education teams to plan and oversee development and donor-related publications, messaging, and strategy.
- Prepare and manage the annual department budget.
- Advise the CEO and Chief of Staff on matters related to fundraising and philanthropy; maintain effective working relationships with the Board of Directors, staff members, volunteers, individual donors, foundation, corporations, and program partners.

QUALIFICATIONS

The ideal Chief Development Officer will bring most of the following qualifications and skill sets:

- A passionate commitment to the mission, vision, and values of K9s For Warriors.
- A minimum of seven years of professional fundraising experience, with at least three years in a leadership role.
- A demonstrated track record of working with board members, high net worth individuals, private foundations, and corporations.
- A collaborative and communicative leadership style, with the ability to inspire, mentor, and develop a goal-oriented team.
- An innate sense of urgency in driving revenue growth for an organization balanced with the methodical ability to ensure sustainability.
- Understanding of and experience with a variety of philanthropic channels including



annual and major gift programs, capital campaigns, planned giving, and foundation and corporate partnerships.

- Knowledge of Raiser's Edge and best practices in database management.
- Excellent communication skills and the capacity for creative planning and problem solving.
- Analytical thinking skills with an ability to utilize data in goal setting and strategic planning.
- A high level of comfort with continuous organizational growth and expansion.
- A bachelor's degree in a related field, or certification in fundraising or nonprofit management are preferred.

COMPENSATION AND BENEFITS

The salary range for this position is \$150,000 to \$175,000. The Chief Development Officer is expected to be based at the K9s For Warriors National Headquarters in Ponte Vedra, Florida. Benefits include medical, dental, vision, and life insurance; short- and long-term disability; 120 hours of paid time off per year; flexible spending account; and a 401k plan with a company match up to five percent.

APPLICATION

K9s For Warriors has retained Campbell & Company to conduct this search. The team for this project includes Colleen Rogers, Angèle Bubna, and Kris McFeely. To be considered for this opportunity, please send a letter of interest and resume to:

ANGÈLE BUBNA

Associate Consultant, Executive Search

angele.bubna@campbellcompany.com

(312) 896 – 8883

K9s For Warriors provides, without exception, equal employment opportunity to all citizens, employees and applicants for employment without regard to race, color, ancestry, national origin, gender, sexual orientation, marital status, religion, age, disability, gender identity, gender expression, results of genetic testing or service in the military.



1 East Wacker Drive, Suite 2100
Chicago, IL 60601