



Court Appointed Special Advocates
Guardians ad Litem
FOR CHILDREN

NATIONAL CASA/GAL ASSOCIATION

CHIEF DEVELOPMENT OFFICER

ABOUT THE NATIONAL CASA/GAL ASSOCIATION FOR CHILDREN

With a vision of a world where every child who has experienced abuse or neglect is given the opportunity to thrive in a safe and loving home, the National CASA/GAL Association for Children works in support of a network of 950 regional and local programs across 49 states. Court Appointed Special Advocate® (CASA) and guardian ad litem (GAL) dedicated volunteers are appointed by judges and stay with a case until it is closed, and the child is placed in a safe, permanent home. Through a best-interest advocacy approach, the National CASA/GAL network serves over 271,000 children annually. Studies have shown that a child with a CASA/GAL volunteer is less likely to reenter the child welfare system and is more likely to achieve permanency with better long-term well-being outcomes than children without a CASA/GAL volunteer, including academic and behavioral performance.

National CASA/GAL serves its extensive network by providing research-based training and curriculum for volunteers; technical assistance and quality assurance to establish effectiveness standards for member programs; coordinates national campaigns to support regional and local volunteer recruitment and public awareness; and provides competitive grant funding to member programs. National CASA/GAL strategically sets membership criteria, policies, and practices to ensure highly effective membership programs across the country and establishes the core model for CASA/GAL advocacy. National CASA/GAL monitors nationwide trends affecting children who have experienced abuse or neglect, and make sure that volunteers

Key Facts

- \$16M operating budget
- 17-member National Board of Trustees
- 37 national staff
- 100,000 volunteers nationally
- 2,500-3,000 individual donors

Mission

The National CASA/GAL Association, together with state and local member programs, supports and promotes court-appointed volunteer advocacy so every child who has experienced abuse or neglect can be safe, have a permanent home, and the opportunity to thrive.

Values

- Adaptability
- Collaboration
- Integrity
- Respect
- Quality
- Service
- Stewardship

Visit



working through local programs have the resources needed to serve America's most vulnerable children and youth, including those targeted for sex trafficking, affected by the opioid crisis, living with incarcerated parents, and those preparing to age out of the foster care system.

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

ABOUT THE CHIEF DEVELOPMENT OFFICER

The Chief Development Officer (CDO) reports directly to the Chief Executive Officer of National CASA/GAL and will serve as a key member of the executive team. The CDO will lead comprehensive fundraising programs that support National CASA/GAL's mission and vision, including gifts from individuals, corporations, and foundations, and sources for annual, major, and planned giving. The Chief Development Officer will be expected to continue to build the structure, systems, and programs for growing philanthropic programs and fostering a culture of philanthropy. The Chief Development Officer will lead and manage a talented team of three development professionals with an expectation to grow the team in future. This position may be based in any of National CASA/GAL's offices in Seattle, Washington DC, or Atlanta.

The ideal candidate will have a visionary and entrepreneurial approach to their work, a deep passion for the mission and vision of National CASA/GAL, strong leadership skills to support a national team, and excellent fundraising abilities to build major and leadership gifts from new and existing high-net worth donors and prospects. The Chief Development Officer will carry a portfolio of major donors, and staff the CEO, Board, and other senior leaders as appropriate to further philanthropic relationships. To be successful, the Chief Development Officer must be a confident, collaborative, and results-oriented leader who can articulate clear and compelling cases for support that ensure the growth and vitality of one of the nation's premier supporter of some of the most vulnerable children.

MAJOR OBJECTIVES

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

- Develop and implement a strategic development plan that creates the infrastructure needed to support a sustainable, growing program and broadens the engagement of individual donors significantly.
- Identify new and existing major donors with a greater capacity to give to National CASA/GAL and ensure an effective moves management system that cultivates increased support.



NATIONAL CASA/GAL | CHIEF DEVELOPMENT OFFICER

- Develop a portfolio of donors that will generate \$2-3 million annually within three years.
- Serve as a key leader for National CASA/GAL's upcoming strategic planning process, working closely with the CEO and executive team to guide the future growth and sustainability of the organization.
- Partner with the CEO and Deputy CEO to develop a strategy and compelling case for securing additional federal revenue and grant funding.

RESPONSIBILITIES

The Chief Development Officer will have the following primary responsibilities:

- Serve as both high-level philanthropy strategist and tactical leader for a high-performing development team, with the ability to leverage the CEO, executive team, and Board of Trustees to further critical donor relationships.
- Assess existing development activities, identify areas with potential for short- and long-term growth, and build plans and strategies to pursue both.
- Lead a targeted strategy that enhances private philanthropy and builds a pipeline for major gifts from new and existing high-net worth donors and prospect.
- Lead, manage, develop, and mentor the development team in a manner that ensures a successful comprehensive fundraising program.
- Establish the infrastructure, processes, and practices that align with the standard of excellence established for National CASA/GAL.
- Manage a portfolio of National CASA/GAL's top prospects, focusing on a pipeline of six- and seven-figure prospects.
- Set clear objectives, goals, and metrics for the development team to guide sustainable growth in philanthropic funding.
- Investigate ways to engage and leverage relationships with more than 100,000 volunteers and alumni across the National CASA/GAL network.
- Establish guidelines and best practices for pursuing collaborative joint funding opportunities across national, regional, and local levels.
- Build institutional funding relationships – both corporate and foundation – to generate additional unrestricted funding.



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 National CASA/GAL.
- A minimum of seven years of senior leadership experience managing successful fundraising teams for nonprofit organizations; prior experience with a national and/or federated nonprofit organization would be an advantage.
- Proven experience building and growing a comprehensive fundraising program, with a particular focus on major, annual, corporate, and foundation giving; demonstrated experience cultivating and soliciting six- and seven-figure gifts.
- Ability to be strategic, visionary, and pragmatic while partnering with a visionary and vibrant CEO to drive transformative growth across a national organization.
- Demonstrated success in working collaboratively with senior leadership teams, engaged boards, and volunteers.
- Ability to hire, supervise, motivate, and retain a development team that strives to achieve and exceed goals.
- Proficiency utilizing data to establish a robust donor pipeline and strategy for sustainable growth.
- Excellent communication skills, including strong listening, written, verbal and presentation skills.
- Exceptional emotional intelligence, integrity, and grit; the ability to be a bold, creative, and critical thought partner.
- Strong knowledge of advancement and donor database management systems, particularly Raiser's Edge.
- The ability to travel as needed and attend evening and weekend events.
- A bachelor's degree or equivalent professional experience.

COMPENSATION AND BENEFITS

The National CASA/GAL Association offers a highly competitive salary and a generous benefits package. Benefits include medical, dental, vision, and life insurance; three weeks of vacation to start; paid holidays, sick, and personal days; wellness benefit; paid family leave and adoption benefit; Employee Assistance Program; 403(b) retirement savings with matching contribution; and transportation subsidy. National CASA/GAL is proud to support an environment where staff



do inspiring and meaningful work as part of a collaborative team that encourages creativity and well-being.

APPLICATION

National CASA/GAL has retained Campbell & Company to conduct this search. The team for this project includes Colleen Rogers, Senior Consultant; Dan Nevez, Senior Consultant; and Angèle Bubna, Associate Consultant. 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 direct

The National CASA/GAL Association is proud to be an equal opportunity employer. We do not discriminate based on race, religion, color, national origin, sex, sexual orientation, age, veteran status, disability status, or any other applicable characteristic protected by law.



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All decisions regarding any terms or conditions of employment (including, without limitation, recruitment, selection, placement, employment, compensation, advancement, discipline, and termination) are made solely on the basis of merit, abilities, performance, qualifications, or other non-discriminatory criteria. No person shall be discriminated against in employment because of that person's race, color, religion, gender, sexual orientation, marital status, age, national origin, ancestry, veteran status, military status, mental, or physical disability unrelated to the ability to perform the essential job functions, or any other legally protected status.