

**KANSAS STATE UNIVERSITY
FOUNDATION****BOLDLY ADVANCING K-STATE****Boyden Executive Search Contact**Wendy Wilsker | 781.572.5703 | wwilsker@boyden.comLindsey Gale | 614.824.7616 | lgale@boyden.com**Position Summary**

The Associate Vice President of Collegiate Development (AVP) leads the vision, strategy, and leadership for the collegiate fundraising units. This position creates and implements an integrated and collaborative fundraising methodology at all levels of giving. The AVP builds a strategy to maximize the lifetime value of donors to include the donor experience. This position builds and leads results-oriented teams and fosters a leadership style that builds confidence and accountability. They cultivate strong relationships with internal and external stakeholders and empower their direct reports to do the same. This position collaborates with stakeholders to establish clear production and stretch goals to meet the evolving fundraising needs of the University.

Core Responsibilities

- Provide strategic leadership and oversight to collegiate fundraising units. Partner with leadership to set vision, align cross-functional strategies, and drive philanthropic goals.
- Assess the effectiveness of the collegiate fundraising practices and recommend enhancements; lead change management efforts, monitor adoption, and address stakeholder questions and concerns.
- Implement and promote the organization's fundraising methodology, ensuring consistent adoption, effective use, and ongoing evolution.
- Work closely with University administration and volunteer leadership to maximize and optimize fundraising opportunities.
- Build, support, and maintain a high functioning team in line with the organization's budget and growth plans.
- Manage a portfolio of primarily principal gift level donors.
- Serve as a member of the principal gift work group to develop the strategy of stewardship, cultivation, and advancement of philanthropic relationships.
- Travel with team members to support, coach, observe and educate others to enhance professional development, collaboration and refinement of skills.
- Lead quarterly meetings with college Deans, including an annual retrospective partnership report.
- Support and train new Deans, serve on Dean search committees as requested, and attend collegiate donor and Board of Trustees events.
- May manage staff, including recruitment, retention, performance management, coaching, and development. Utilize KSUF resources to facilitate professional development for the team and grow the talent pipeline.

Requirements

- Bachelor's degree in communications, business administration, or related degree field
- 10+ years of metrics-driven fundraising experience requiring measurable output, with an emphasis on managing a portfolio of donors and closing gifts
- 7+ years of leadership experience overseeing individual contributors with a proven ability to inspire teams and effectively give and receive constructive feedback
- Proven track record as a successful major gift and/or principal gift fundraiser, with experience cultivating and deepening donor relationships over time
- Demonstrated commitment to accountability including achieving goals, upholding data and process integrity, and modeling professional responsibility
- Strong organizational and time management skills with exceptional attention to detail
- Demonstrated ability to build, motivate, and unify a team of diverse personalities and experience levels
- Excellent interpersonal skills, with the ability to engage effectively across university administration and leadership, donors, and corporate partners
- Ability to work independently with minimal oversight while collaborating effectively across varying levels of the organization
- A valid motor vehicle operator's license and acceptable driving record

Desired Skills & Experience

- Leadership experience overseeing other leaders of people with a proven ability to inspire teams and effectively give and receive constructive feedback
- Proven success in administering a diverse major gift fundraising program serving multiple constituencies
- Experience creating and executing fundraising strategies part of a leadership team

Commitment to Company Culture

The Foundation is committed to providing opportunities for all employees to succeed by creating an environment that is engaging and draws upon the strengths and personal experiences of each individual.

Managers cultivate a supportive, welcoming, and equitable work environment by modeling inclusive behaviors, setting expectations of direct reports, and responding to discriminatory behavior. In our pursuit to build and maintain a high-performing team, managers are responsible for fostering an environment where all employees feel a sense of belonging.

Travel

- Travel required

Physical Demands

- Work is primarily sedentary. Must be able to sit for long periods of time. May require occasional physical exertion such as long periods of sitting or standing; recurring bending, crouching, stooping, stretching, reaching, or similar activities.

Compensation Range

\$180,000 - \$200,000

Notice

This job description in no way states or implies that these are the only duties to be performed by the employee occupying this position. All requirements are subject to possible modification to reasonably accommodate individuals with disabilities. Regular attendance is required in this job. This document does not create an employment contract, implied or otherwise, other than an "at will" employment relationship. The Kansas State University Foundation is an Equal Opportunity Employer.

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About Boyden Global Executive Search

Established in 1946, Boyden pioneered the first organized approach to executive search. Boyden has a network of more than 350 professionals in over 75 offices in 45 countries. Worldwide, the Boyden culture is based on professionalism, integrity, high personal partner involvement, and a commitment to exceed client expectations.

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