

**Ocean
State
Media****Boyden Executive Search Contact**Wendy Wilsker | 781.572.5703 | wwilsker@boyden.comBeth Parsons | 617.592.0473 | bparsons@boyden.comLeslie Smith | 317.445.0309 | leslie.smith@boyden.com**Position Summary**

Ocean State Media (OSM) is proud to launch the search for the newly created position of Director of Individual Giving. OSM seeks an entrepreneurial and strategic Director of Individual Giving to build and lead its major gifts program. This is a high-impact opportunity for a fundraising leader who is excited to create strategy, infrastructure, and relationships with new and existing donors in support of Ocean State Media's mission and long-term sustainability.

Reporting to the Chief Revenue & Growth Officer, the Director of Individual Giving will work closely with the CEO and Board of Directors to identify, cultivate, solicit, and steward individual donors capable of making significant philanthropic investments. The Director will play a central role in developing a culture of philanthropy and establishing a best-in-class individual giving function that strengthens donor engagement and expands revenue.

Reports to: Chief Revenue & Growth Officer**Location:** Providence, Rhode Island**Hybrid:** 3 days a week onsite**Position Specific Responsibilities****Strategy and Program Development**

- Design and launch an individual major gifts program, implementing best practices to drive philanthropic support.
- Develop and implement a strategic fundraising plan focused on identifying, cultivating, soliciting, and stewarding major individual donors.
- Establish goals, metrics, systems, and processes to support a scalable and sustainable major gifts program.
- Partner with organizational leadership to define compelling case-for-support messaging and donor engagement strategies.

Donor Portfolio Management

- Build and manage a portfolio of current and prospective major donors.
- Utilize DonorSearch and other tools and resources to research, identify, and qualify high-capacity prospects.
- Lead all stages of the donor cycle, including cultivation, solicitation, closure, and stewardship.
- Develop tailored engagement and solicitation strategies for individual donors.

Leadership Collaboration

- Partner closely with the Chief Revenue Officer to align individual giving strategy with broader revenue goals.
- Work directly with the CEO to support high-level donor relationship building and solicitations.
- Partner with the chair of the Board's Development Committee to develop and refine strategies for major donor acquisition and reporting on progress.
- Engage and support members of the Board of Directors in fundraising activity, including prospect identification, introductions, cultivation, and stewardship.
- Prepare briefing materials, talking points, and follow-up strategies for leadership and Board engagement with donors.

Operations and Performance

- Create systems for tracking donor activity, pipeline development, and fundraising outcomes.
- Maintain accurate donor records and ensure strong moves management discipline.
- Monitor progress against goals and prepare regular reports for leadership and the Board.
- Recommend and implement best practices for donor communications, stewardship, and reporting.

Qualifications

- Bachelor's degree required.
- 7-10 years of experience in fundraising within the non-profit sector.
- Significant experience in frontline fundraising, with a demonstrated track record of securing major gifts from individuals.
- Experience building or significantly growing an individual giving or major gifts program.

- Proven ability to engage senior leaders and volunteer boards in fundraising.
- Agility with CRM systems and donor database management.
- Strong strategic planning and execution skills, with the ability to build systems and processes.
- Exceptional relationship-building, communication, and presentation skills.
- High degree of professionalism, discretion, and emotional intelligence.
- Passion for the mission of journalism, public media, community engagement and philanthropy.

Ideal Candidate Profile

The ideal candidate is both a builder and a solicitor — someone who is energized by creating a new fundraising program while also personally driving donor relationships and revenue. They will bring sound judgment, strong presence, and the ability to work effectively with senior stakeholders, including the Chief Revenue & Growth Officer, CEO, and Board.

Compensation:

This is a full-time position with a salary range of \$140,000 – 150,000, commensurate with experience.

Benefits:

Ocean State Media Group fosters a creative, dynamic workplace where employees can thrive, grow and connect with the organization's mission. The company offers a comprehensive benefits package that includes:

- Health and Wellness Benefits including health, dental and vision insurance;
- 403(b) Retirement Plan Benefit that includes a 100% matching contribution up to 6% of the employee's contribution, plus a pre-tax employer discretionary match up to 2% of the employee's compensation;
- Paid Time Off package of 25 days, as well as a minimum of 12 holidays each year;
- Other Benefits Options include a flexible spending account, life insurance, long-term disability insurance, pet insurance, and other voluntary insurance options.
- Hybrid work schedule (mix of remote and in-office).

Ocean State Media is an Equal Employment Opportunity (EEO) provider, committed to diversity and building an inclusive environment for people of all backgrounds and ages. We especially encourage members of traditionally underrepresented communities to apply.

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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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