

**POSITION PROFILE**

# Chief Philanthropy Officer

Seattle Foundation

Seattle, Washington

# ABOUT SEATTLE FOUNDATION

Founded in 1946, Seattle Foundation (The Foundation) uses their philanthropic expertise, deep roots in the community and network of partners, to develop targeted strategies to quicken the pace of progress toward a stronger community for all.

Over the past 20 years, the Greater Seattle region has experienced some of the greatest wealth creation in recent history, while disparities have deepened and widened. Now, as we find a way forward from a global pandemic and respond to ongoing calls for racial justice, we must continue to coalesce around a shared vision for Seattle – one where every child in the community has access to an equitable, safe, and joyful future.

As an anchor institution, Seattle Foundation utilizes a guiding framework – their [Blueprint for Impact](#) – to outline a series of strategies for advancing racial equity, shared prosperity, belonging, and justice. The Foundation’s role as a community foundation is to support – through resources, positional power, and access – those on the frontlines of racial and social justice efforts. They are also reimagining the role of community philanthropy and actively engaging with thousands of institutional funders and individual donors to join them in this reimagination.



Building on a long journey of listening to and investing in Black, Indigenous, and People of Color (BIPOC) communities, the Foundation is deepening its community-centered approach and building out a more comprehensive civic leadership strategy. They view their community of support – staff, board, community organizations and leaders, funders, and donors— as critical partners and allies in advancing a more equitable and just region.

Throughout the pandemic, Seattle Foundation stepped up in bold and innovative ways, including in partnership with institutional funders. After mobilizing more than \$110 million for COVID relief throughout 2020 and 2021, they are now focused on evolving their role as a community foundation by making the necessary operational and strategy shifts to ensure they are fully working towards their mission that is centered in community and equity.

With over \$1.2 billion in charitable assets under management, Seattle Foundation awards more than \$200 million annually to nonprofit organizations. Further, there is a \$20 million portfolio annually of discretionary grants aligned with their strategic framework focused on advancing racial and economic equity through solutions defined by communities most impacted by deepening disparities in the region.

Driving this mission are the dedicated team of 60 people who work at Seattle Foundation. The staff possesses diverse expertise, with specialists in public policy, nonprofit effectiveness, community action, family and corporate philanthropy, planned giving, research, and much more.

## LEARN MORE:

Visit the [Seattle Foundation website](#)

# THE OPPORTUNITY

Seattle Foundation has gone through significant growth and change over the past several years. The Foundation did a strategic refocus in 2020, shaping a framework that explicitly centers racial equity and inclusion as critical to everything they do. A new President & CEO, Alesha Washington, joined the Foundation in May 2022 and is guiding the Foundation towards honing its strategic focus and community impact, as well as strengthening operations and reimagining its business model for long-term sustainability.

The Chief Philanthropy Officer builds, leads, and manages an organization-wide strategic integration of the Foundation's community impact, learning and storytelling priorities; cultivation and stewardship of new and current philanthropists, and business development of key products and services to maximize revenue generation. The Chief Philanthropy Officer reports directly to Seattle Foundation's President & CEO and serves as a member of the Senior Leadership Team. As a senior leader, the Chief Philanthropy Officer will also work closely with Seattle Foundation's Board of Trustees and will serve as the staff liaison to the Engagement Committee.







The Chief Philanthropy Officer leads a dedicated and highly talented staff of approximately 19 philanthropic and gift planning advisors, as well as donor engagement and operations professionals. Leaders that directly report to this position include Directors of Philanthropic Advising, Philanthropic Strategies, and Gift Planning.

The Chief Philanthropy Officer sets a strong institutional vision for the Seattle Foundation's role in philanthropy. They will shape a philanthropic impact strategy that is "community up" vs. "donor down," enabling philanthropists to do more with their giving. With this strategy, the Chief Philanthropy Officer will support donors in being community-centered and guided by community on how to move resources to where they are needed most. The Chief Philanthropy Officer is responsible for aligning all fundraising efforts around Seattle Foundation's visionary strategic goals for advancing racial and economic equity.

The Chief Philanthropy Officer will be expected to plan, develop, and lead Seattle Foundation's overall funding and donor engagement strategy. This strategy will focus on building, cultivating, and engaging new individual, corporate, institutional funder, and investor partnerships. In addition, this role will work in partnership with the Chief Impact & Learning Officer to shape the parts of this strategy focused on brand management, external communications, marketing, community sponsorships, and signature events. The Chief Philanthropy Officer engages, cultivates, and solicits new business and major investments from high-net-worth individuals to increase philanthropic capital that will drive Seattle Foundation's visionary efforts for transformational, sustained, systemic impact. To be successful, the Chief Philanthropy Officer will need to focus on attracting the next generation of philanthropists, major donors and prospects, and tech-based investors. Furthermore, this leader will help transform existing philanthropic relationships into collaborative, long-term investment partnerships that will drive greater equity and opportunity across the region.

# CANDIDATE PROFILE

The Chief Philanthropy Officer of the Seattle Foundation will possess the following attributes and competencies:

## AN INSPIRING AND TRANSFORMATIONAL LEADER

This leader will be an inspiring, empathetic, approachable, and inclusive leader with an infectious optimism and adept ability to lead through periods of change. They will have the ability to attract, cultivate, and retain diverse teams with a broad set of ideas and skills and achieve organizational impact by recognizing and leveraging individual strengths, expertise, and teamwork. The Chief Philanthropy Officer will foster committed engagement in the future of Seattle Foundation's work and the possibilities ahead. This leader will have an understanding and deep respect for the nuances of the communities and people Seattle Foundation serves.

## AN EXPERT IN DEVELOPMENT AND FUNDRAISING

The Chief Philanthropy Officer will be a results-driven and experienced leader and working executive in the field of development with a measurable track record of success. This leader will ensure that all fundraising and development activities for Seattle Foundation are clear and in alignment with the vision and overall objectives of the Foundation. This candidate will have broad and deep knowledge of philanthropy with a proven track record of securing major gifts, managing campaigns and annual giving, and show evidence of exceptional cultivation and stewardship. Through strong written, oral, and presentation skills, this leader will be a natural partner to Seattle Foundation's internal and external communities and constituencies. A tactical leader, the Chief Philanthropy Officer will have a strong data and analysis orientation and a proven ability to use metrics to drive development decisions and achieve strategic objectives. This leader will set high standards for integrity, accuracy, productivity, professionalism, and cooperation in the workplace.



## RELATIONSHIP BUILDER AND COLLABORATOR

The Chief Philanthropy Officer will be skilled at building effective relationships at multiple levels within a complex environment, including Seattle Foundation's external community of donors and fund holders.

They will be a strong leader, communicator, storyteller, and collaborator who is skilled at listening to, and learning from, constituents.

They will have the ability to develop a powerful sense of shared purpose in others and motivate donors at all levels to engage the opportunities and challenges ahead.

The Chief Philanthropy Officer will possess a strong sense of confidence and a style that will resonate within the Seattle Foundation community and beyond.

## PASSION FOR THE MISSION

The Chief Philanthropy Officer will have a passion for the mission of the Foundation and the organization's history, model, and potential for future impact. This leader will be driven by the opportunity to impact the communities the Foundation serves. They will feel a sense of ownership to accelerate change by motivating and empowering others to contribute to a shared vision and purpose. They will model openness, honesty, humility, clarity, and accountability to colleagues. This leader will ensure the health of the Foundation's culture overall and proactively seek opportunities to highlight positive contributions to long term success. The Chief Philanthropy Officer will be an empathic leader, treating others with respect.



# COMPENSATION & BENEFITS

Hiring Range- \$210,000-\$220,000\*

Full Grade 40- \$192,521 to \$317,659\*\*

\* The hiring range reflects SeaFdn policy to hire mid-range within the associated grade and has temporarily been reduced 15% per business plan; context provided during interview process.

\*\* Per Washington State law, we disclose the full range of the associated grade for this position; this range is 100% of range and has not been adjusted.

## CONTACT

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Alex Corvin and Maleka Pensky of Koya Partners have been exclusively retained for this search. Express interest in this role by [filling out our Talent Profile](#), or email Alex and Maleka directly at [seattlefoundationcpo@koyapartners.com](mailto:seattlefoundationcpo@koyapartners.com). All inquiries and discussions will be considered strictly confidential.

Koya Partners is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email [NonprofitSearchOps@divsearch.com](mailto:NonprofitSearchOps@divsearch.com). If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

*The Seattle Foundation is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ applicants.*

### About Koya Partners

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

For more information about Koya Partners, visit [the Koya Partners website](#).