

NC STATE

Agriculture and Life Sciences

JOB PROSPECTUS FOR

SENIOR DIRECTOR OF DEVELOPMENT PLANT SCIENCES CAL S ADVANCEMENT



College of Agriculture and Life Sciences
Spring 2019

The Opportunity

The Senior Director of Development, Plant Sciences is a critical member of the College of Agriculture and Life Sciences (CALs) Advancement team helping to propel one of the country's most highly ranked programs to even greater heights. As a CALs Advancement leader, you will be part of a dynamic enterprise where you can actually see the impact you are having, not only on the state of North Carolina but around the world. CALs Advancement improves people's lives through innovative research while promoting sound soil and land management that will sustain agricultural production for generations. When you get outside of your office and walk through a farmer's field with a CALs research scientist and an NC State Extension Agent, you will know that your work is helping to build the economy, feed a growing population, and address the impacts of climate change.

The CALs Advancement team is 30-people strong with a history of meeting ambitious goals including its current \$40 million annual goal. The team is responsible for \$400 million of the university's \$1.6 billion "Think and Do the Extraordinary" comprehensive campaign goal due to conclude December 31, 2021. To date, CALs has raised \$347 million and there is still great potential in the prospect pool. As part of "Think and Do," the Senior Director will also oversee



completing the Plant Science Initiative (PSI). The PSI Building on NC State's Centennial Campus will be the tipping point in CAL's ability to impact North Carolina and the world of agriculture by bringing the brightest minds in academia, government and

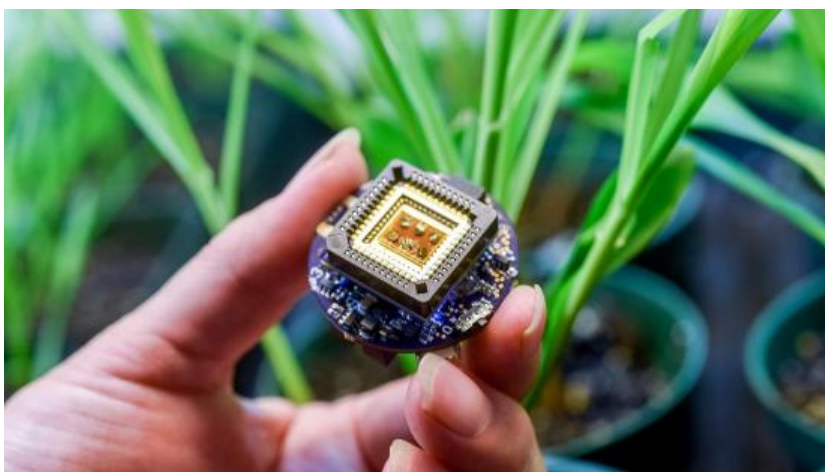
industry together in nimble interdisciplinary teams to drive innovation that increases yields, creates new varieties, extends growing seasons, enhances agricultural and environmental sustainability and produces new and improved technology.

The Senior Director will be on the front lines of creating and implementing the strategy for exceeding annual and campaign goals, making well-planned and targeted solicitations and working closely with the Dean, the NC Agricultural Research Service team, the CALs Advancement team and central development. As a member of the five-member management team, the Senior Director will report to the Assistant Dean for CALs Advancement and will be responsible for coordinating research fundraising with the Associate Dean and Director for the NC Agricultural Research Service (NCARS) and the NCARS team. The Senior Director supervises the Director of Development and an administrative assistant.

This is a great career opportunity for an ambitious, goal-driven and strategic fundraiser. CALS is known for its small-school feel with big-school opportunities; for being family-friendly and creating a sense of community among its students, faculty and staff. Advancement at NC State places a high value on training, support and collaboration. The Senior Director of Development, Plant Sciences position will give a fundraising professional the opportunity to be successful, bring in major- and principal-level gifts while contributing to improving food systems and lives across the globe.

The Position

The Senior Director will be a proven fundraiser with excellent leadership skills who appreciates and nurtures an accountable, goal-oriented and values-based work environment. The Senior Director will actively manage a focused portfolio of major and principal gift prospects and donors by guiding their cultivation, solicitation and stewardship while at the same time setting goals to expand the base of major gift prospects. The Senior Director will build strong and mutually beneficial relationships between academic leadership, faculty and staff and donors, alumni, business and community leaders. With a history of routinely securing major and principal gifts at the five-, six-, and seven-figure level and with the ambition for closing gifts at the eight-figure level, the Senior Director's primary focus will be on securing support from corporations, commodity organizations, philanthropic foundations and individuals for special projects.



The Senior Director will lead the successful completion of the PSI Building fundraising initiative and take responsibility on other multi-million-dollar research-based projects as assigned. As a senior member of the CALS advancement team, the Senior Director will exemplify a strong work ethic, use of best practices and maintain a high standard in fundraising activity and outcomes. The Senior Director will inspire donors and colleagues alike through enthusiasm for CALS's mission and high-quality fundraising to meet that mission.

The successful candidate will contribute to strengthening the fundraising culture in CALS with a laser-like focus on portfolio management, pipeline building and accountability and will augment the collaborative culture with an eagerness to work with colleagues from across campus to identify, qualify, cultivate, solicit and steward supporters of CALS.

The Senior Director will also have a strong track record of working effectively with volunteers, faculty and administrators, engaging them in the life of the institution and assisting them in improving their effectiveness in all aspects of fundraising.

The ability to create an effective fundraising plan and strategy in collaboration with other senior leadership will be an important part of the job. The successful candidate should have strong analytical skills and the ability to be creative in establishing and implementing processes.

A collaborative approach to leadership is a critical requirement. The Senior Director must interface with a significant number and wide diversity of people and programs to optimize performance. For this reason, diplomacy, tact, exceptional communication and interpersonal skills and, above all, unquestioned integrity are necessary ingredients.



Duties and Responsibilities

- Identify, cultivate and solicit 5-, 6- and 7-figure gifts from corporations, foundations, individuals and alumni to create and grow a pipeline of major gift donors.
- Conduct at least 150 primary meetings and 250 secondary personal meetings with prospects and donors and participate in a minimum of 25 solicitations annually.
- Provide strategic development and management of a portfolio with approximately 125 -175 prospects and donors.
- Serve as an active team member with the Plant Sciences Initiative in the development and implementation of short-term and long-term planning objectives as it pertains to major gift cultivation.
- Gain a comprehensive understanding of the fundraising priority areas and other special projects/college initiatives and make a persuasive oral and written case for supporting key programs.
- Develop and implement immediate and long-range plans for enhancing the image of and expanding major gift support.
- Work closely with all pertinent Associate Deans and other members of the CALS leadership team to develop fundraising priorities.
- Create and implement comprehensive strategies to leverage networks and maximize fundraising results.
- Collaborate with College leadership, department heads, program and initiative leaders, faculty and colleagues to help align donors' philanthropic interests with assigned priority area.

- Develop multi-year strategies to solicit donors/prospects in support of priority areas.
- Provide stewardship and manage relationships with approximately 150 donors and prospects. Coordinate stewardship efforts as needed with appropriate University Advancement and other campus colleagues.
- Develop clear understanding and appreciation of the mission, vision and values of CALS and the priority areas.
- Develop strategic relationships with faculty, staff, alumni, volunteers, friends, students, corporations, foundations, industry partners and campus colleagues that result in effective partnerships and increased philanthropic funding.
- Provide guidance and leadership to the NC Agricultural and Life Sciences Research Foundation Board of Directors.
- Supervise the Director of Development and an Administrative Assistant.

Requirements

- Demonstrated success in personally cultivating, soliciting and stewarding major and principal level gifts and a history of routinely securing five-, six- and seven-figure gifts.
- Ability to articulate a case for support.
- Proven leadership skills that nurture an accountable, goal-oriented and values-based environment and the ability to work collaboratively and effectively as a part of a team.
- Ability to contribute to the tone of a department driven by values based on professionalism, productivity, responsiveness, a strong work ethic, responsibility, collaboration, open communication, mutual respect and achievement.
- Exemplifies the highest integrity, honesty, and trustworthiness.
- Excellent planner with the ability to develop and implement strategic plans and manage change.
- Flexible, with the ability to prioritize work and to thrive in a fast-paced, complex academic environment, juggling numerous projects and satisfying multiple constituencies simultaneously.
- Strong track record of working effectively with administrative and academic leadership, faculty, staff and volunteers and engaging them in effective fundraising activities.
- Excellent listening, oral and written communication, interpersonal and relationship-building skills; able to work with people representing the diversity of country, prospects and donors.
- Demonstrated ability to exercise a high degree of sound judgement and diplomacy and a commitment to confidentiality is essential.
- Experience with the use of technology and its applications in development.
- Willingness to travel and participate in occasional evening and weekend activities.

Minimum Education/Experience

- A relevant undergraduate degree and a minimum of five (5) years of relevant experience.

Preferred Education/Experience

- An advanced degree and fundraising credential and at least seven (7) years of demonstrated experience in front line fundraising or related professional experience.
- Fundraising experience in a university setting and/or experience working through a capital campaign is also preferred.

How to Apply

To view the full position description and to submit your application, please visit <https://jobs.ncsu.edu/postings/113731>. Applications should include a cover letter, resume and contact information for three professional references. Please refer letters of nomination and expressions of interest to Kathy Kennel, CALS College Advancement, kkennel@ncsu.edu, Office: 919-515-9259 or Cell: 919-414-5674. Confidential review of materials will begin in April 2019 and will continue until the appointment is made.

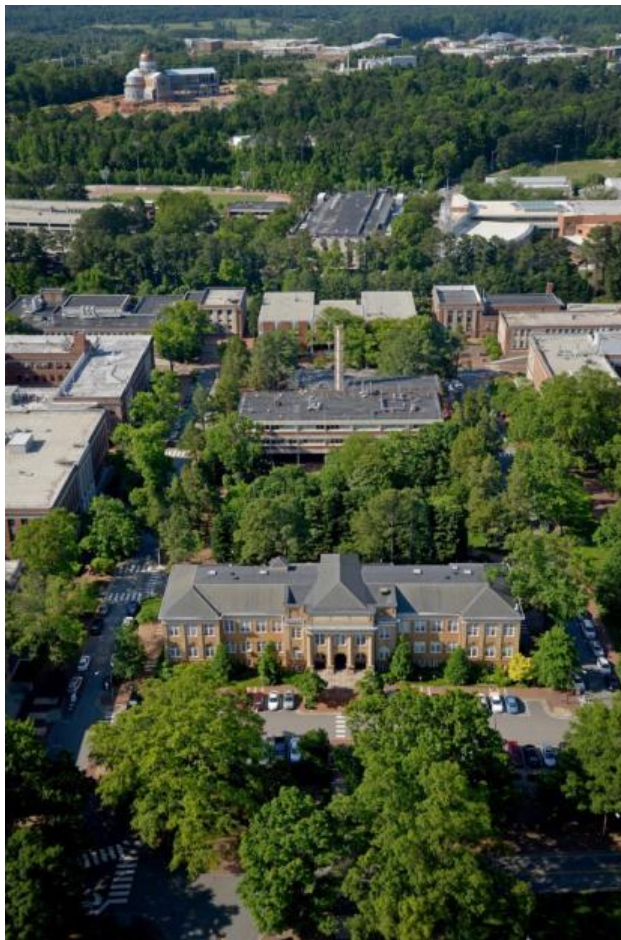
The College of Agriculture and Life Sciences

Great land-grant Universities have strong colleges of agriculture and life sciences that are important to the success of the university in fulfilling its mission. CALS is poised to bring its strengths to bear as an externally dynamic college focused on delivering impact and stimulating economic development in North Carolina. Its programs exemplify the “Think and Do” philosophy of the University, developing the talent that will bring significant recognition to the University.

CALS is one of the largest colleges of its kind in the nation, with nearly 3,400 students pursuing associate, bachelor’s, master’s and doctoral degrees and 1,300 on-campus and 700 off-campus faculty and staff members. Its research engine ranks in the top of land-grant university colleges. Research expenditures total \$130 million annually. 28,287 living CALS Alumni make up the pride of the Wolfpack!

More on CALS College Advancement

The mission of the Office of College Advancement (CALS Advancement) is to enhance, promote and support the academic programs, research and the system of agricultural



extension services in each county in NC. Within CALS Advancement are the NC Agricultural Foundation, Inc. and the NC Tobacco Foundation, Inc., non-profit, 501(c)3 organizations formed as a means of supporting agricultural research, extension and teaching activities in the College. The CALS Advancement team works in close partnership with the central University Advancement Office and its partner colleges.

The Think and Do the Extraordinary Campaign

In 2016, NC State launched the “Think and Do the Extraordinary Campaign,” the most ambitious fundraising effort in the history of the University with a \$1.6 billion goal. Priorities include dramatically increasing endowments to benefit students and faculty, enhancing facilities and strengthening support for current operations. As noted earlier, CALS’ goal in the campaign is \$400 million with an emphasis on scholarships, professorships, research and continued investment in NC State Extension.

The Plant Sciences Initiative

The PSI meets a critical need as outlined in the below excerpt from the “North Carolina Plant Sciences Initiative: An Economic Feasibility Study:” “As a leading economic sector, agriculture is responsible for employing over 2 billion people globally, providing for the economic well-being of countless families in both the developed and developing world. Closer to home, the agricultural sector is currently responsible for one in every 12 U.S. jobs. In North Carolina, agriculture and its value chain represent the largest industry in the state.



The current and future importance of plant sciences to global well-being and progress is hard to overstate. Plant sciences and plant biotechnology are faced with an awesome responsibility of feeding a rapidly expanding global population, enhancing and protecting human health, preserving the environment and global biodiversity and providing input to a growing green industry economy. When examining the diverse geographic nature of agriculture and other

urban and rural environments and natural lands, the scope of challenges addressed, and its critically important role in supporting global and local economic systems, plant sciences are as important today, and into the foreseeable future, as they have ever been.

Recognizing the opportunity to cement North Carolina as the leading global location for advancing the plant sciences, the PSI and its home in the new PSI Building on the Centennial Campus, would be unequalled in US academia and serve as a powerful hub for plant science innovations to reinforce North Carolina agriculture, innovative research collaborations with North Carolina's major base of ag biotechnology corporations, and form a state-of-the-art education and research center for producing the plant scientists of the future."



About NC State

NC State University is a land-grant institution grounded in agriculture and engineering, creating prosperity for North Carolina and the nation. Today, NC State is a **pre-eminent research enterprise** that excels across disciplines. NC State is a **powerhouse in science, technology, engineering and math** and leads in agriculture, education, textiles, business and natural resources management. The University is at the forefront of teaching and research in design, the humanities and the social sciences and home to one of the world's best colleges of veterinary medicine.

NC State University's more than 34,000 undergraduate and graduate students learn by doing. They pursue original research and start new companies. They forge connections with top employers and serve local and global communities. Through it all, they enjoy **an outstanding return on investment**.

Whether it is [Princeton Review](#) ranking NC State among the nation's best values for universities, or Money magazine naming it the #1 best college for your money in North Carolina, NC State has many reasons to be proud. And Princeton Review is not alone. [Kiplinger's Personal Finance ranked NC State University 9th](#) and U.S. News & World Report ranked the university among the top five best values in public higher education.

Creating Prosperity

Each year, NC State adds [\\$6.5 billion to the statewide economy](#), equivalent to creating more than 90,000 new jobs. That represents **significant return on investment** for the citizens of North Carolina in the form of research advances, innovative technologies, successful companies, skilled graduates and new jobs waiting for them.

Over 9,000 faculty and staff are world leaders in their fields, bridging the divides between academic disciplines and training high-caliber students to meet tomorrow's challenges. Together, they forge [powerful partnerships](#) with government, industry, nonprofits and academia to **remake our world for the better**.

NC State is leading efforts to curb [nuclear proliferation](#), develop a [smart electric grid](#), create [self-powered health monitors](#), help farmers confront [climate change](#) and build [a new American manufacturing sector](#). Our award-winning [Centennial Campus](#) is home to more than 70 public and private partners — as well as the innovative [Hunt Library](#), which [Time magazine](#) has dubbed “the library of the future.”

About Raleigh and North Carolina

North Carolina is one of the fastest-growing states in America. Agriculture is the top industry in the state, producing \$87 billion in revenue each year. A leading state in diversity and a top spot for young professionals and families, Raleigh is nationally recognized as a city on the rise:

- No. 1 among the top 10 best cities for jobs (CNN Money, 2015)
- No. 3 among the best places for business and careers (Forbes, 2016)
- No. 5 among the best midsize U.S. metro areas for college students (American Institute for Economic Research, 2017)
- No. 5 among best U.S. cities for raising a family (Forbes, 2017)
- No. 6 among America's best cities for young professionals (Forbes, 2017)



With Durham and Chapel Hill, Raleigh anchors the Research Triangle, a national hotspot for high-tech enterprise. The top companies in the region — including IBM, Cisco Systems, SAS Institute, Biogen Idec and GlaxoSmithKline — are among the country's best employers. NC State also has strong agricultural partnerships with Novozymes, Bayer, BASF and Syngenta. They also lead the way in hiring new NC State graduates. Celebrating its 130th year in 2017, NC State continues to make its founding purpose a reality. Every day our career-ready graduates and world-leading faculty make the fruits of learning and discovery available to people across the state, throughout the nation, and around the world.

NC State University is an equal opportunity and affirmative action employer. All qualified applicants will receive consideration for employment without regard to race, color, national origin, religion, sex, age, veteran status, or disability. In addition, NC State University welcomes all persons without regard to sexual orientation. The University welcomes the opportunity to work with candidates to identify suitable employment opportunities for spouses or partners.

**THINK
AND DO
THE
EXTRAORDINARY**



**The Campaign
for NC State**