



Boyden Executive Search Contact

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Position Summary

Reporting to the Foundation President, the Vice President (VP) for Development, Rutgers Health will work collaboratively with Foundation and University leadership to take revenues and philanthropic support to new heights. This position focuses on the Rutgers School of Medicine, the integration of New Jersey Medical School and Robert Wood Johnson Medical School. The VP will also serve as a member of the Chancellor's cabinet for Rutgers Health and will have a dotted line to the Chancellor.

Essential Functions

- Develop and execute a comprehensive development and engagement program that supports Rutgers University Foundation revenue priorities for Rutgers Health.
- Self-manage a major and principal gift portfolio and secure investments in support of Rutgers Health.
- Hire, supervise, mentor, and evaluate a fundraising and engagement team focused on meeting long and short-term divisional goals.
- Build meaningful partnerships with faculty and clinical teams to identify and understand projects in need of funding, stories to tell, and opportunities for collaboration.
- Represent the Foundation at events and meetings, effectively communicating its vision, needs, and achievements to diverse audiences.
- Cultivate and maintain external relationships with alumni, potential supporters, and donors at all levels, ensuring effective engagement and stewardship.
- Drive strategies to achieve divisional objectives, team metrics, and individual targets for both engagement and fundraising.
- Provide leadership and coaching to the team to ensure professional development, accountability, and collaboration.
- Serve as a member of the Executive Leadership Team, participating in strategic planning, budgeting, and decision making for the Foundation.
- Other development related duties as assigned by the Foundation President and Chancellor.

Leadership Attributes

This role requires a comprehensive understanding of the institution and its departments, with expertise that spans multiple functions. The incumbent will align donor intent with university priorities, demonstrating a strong grasp of University values and a commitment to advancing them. With excellent communication skills,

they will simplify complexity for others, while displaying high emotional intelligence and political awareness. Proactive and strategic, they will excel in prioritization and negotiation, providing constructive feedback to shape the organization's future. The incumbent will demonstrate critical thinking, challenge accepted norms, and consistently assert their voice. They will lead their teams with confidence, leveraging institutional experience to ask the right questions and foster a cross-functional, multiplier leadership approach. Their decisions will reflect organizational awareness, considering the broader impact across departments. A coaching leadership style will be evident in their interactions with staff, leaders, volunteers, and partners, as they serve as a confident and strategic partner to university leadership.

Competency Aptitudes

Leadership

- Lead and execute a comprehensive strategy for one or more organizational units or majors, encompassing multiple departments/projects/programs.
- Serve as a key member of the Foundation's Executive Leadership Team and the Chancellor's cabinet.
- Represent the organization at the highest levels, including to University leadership, external stakeholders, and national/international forums.
- Demonstrate the ability to successfully manage and lead large, diverse teams to maximize the potential of each team member.
- Lead, assess, reimagine, and implement transformative initiatives across the organization.

Autonomy

- Oversee and lead multiple pan-University and enterprise-wide initiatives with minimal oversight.
- Introduce and integrate new best practices and innovations across the organization.
- Set strategic goals, manage large-scale budgets, and ensure deadlines are met for themselves and their teams.
- Drive organizational areas forward to achieve strategic goals within their purview.
- Exhibit discernment in decision-making, knowing when to seek direction, delegate, or act independently.

Complexity

- Demonstrate advanced specialized knowledge, experience, and skill set.
- Collaborate effectively with the executive leadership team, President, and University partners across the enterprise.
- Create, deploy, and execute highly complex and interdisciplinary projects.
- Set strategic direction and approach in partnership with University leadership's vision.
- Anticipate and adapt to changing situations, serving as a strategic thought partner on leadership changes.
- Master the balance of prioritization in terms of people, projects, and budget/resources.

Strategy

- Develop and lead Foundation and University-wide strategies to generate the philanthropic resources to advance the mission of the University.
- Formulate strategy with input from cross-functional teams to negotiate and influence high-level solutions.
- Set priorities and determine strategy for large-scale, Foundation-wide initiatives, including staffing and budgets.
- Elevate the employee experience across multiple departments/programs, leading to retention, innovation, and ownership. Promote an inclusive culture.
- Serve as the organization's thought leader/advisor on strategic subjects.

Education and/or Experience

Bachelor's degree and/or 8-10 years of professional experience in healthcare fundraising, alumni relations, non-profit organizations, event planning, higher education, or related fields.

Working Conditions

This position requires clarity of focus while juggling complex projects or deadlines with little physical effort. Will work evenings, weekends, or odd hours to meet resource-raising commitments. Typical working conditions with an absence of disagreeable elements. This position requires some early mornings and late evenings to accommodate meetings, travel, events, and external constituents' schedules.

Workplace Arrangements

This is classified as an office-centric hybrid position. Colleagues working under an office-centric hybrid arrangement have a primary workstation in a university or foundation location and are in the office between one and five days a week. The frequency with which they are present in the office depends on their role and function and the interdependency of other functions.

Equal Employment Opportunity

It is Foundation policy to provide equal employment opportunity to all its employees and applicants. The Foundation prohibits discrimination against any employee or applicant for employment because of race, color, religion, creed, age, sex, national origin, ancestry, marital status, familial status, disability, sexual orientation, gender identity, gender expression, veteran status, genetic information, and any other characteristics protected by applicable state, federal and/or local laws. Equal employment opportunity applies to hiring, placement, transfer, promotion, demotion, recruitment, advertising or solicitation for employment, treatment during employment, rates of pay or other forms of compensation, selection for training, layoff, or termination.

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About Boyden

Founded in 1946, Boyden global executive search was the first firm to focus entirely on retained executive search. Others would soon follow, using many of the basic tenets and principles that Sidney Boyden put in place: maintaining a strict code of ethics and standards; establishing a global presence; creating uniform processes; and working with highly experienced business partners. These aspects of Sidney Boyden's vision are still in use today.

Boyden continues to be a leader in the executive search industry. Through the ever-expanding use of cutting-edge technology, while always adhering to strict ethical standards, we remain true to our rich heritage as the founders of retained executive search. We cover the globe with over 70 offices in more than 40 countries, led by resident professionals adept at working in a global economy. We are poised to help our clients find the people who will lead them today and into the future. In addition to retained executive search, Boyden works with clients seeking advice regarding their Boards. We also assist clients with interim management and leadership assessment.

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