



EMPath

Economic Mobility Pathways

### Boyden Executive Search Contact

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### Position Summary

Economic Mobility Pathways (EMPath) is a national non-profit organization that transforms lives by helping people move out of poverty and provides other organizations with the tools to do the same. EMPATH is a high-performing and innovative organization that achieves its mission through the fundamental values of inclusiveness and diversity, mutual respect, support, and learning.

In collaboration with the Chief Executive Officer and the executive team, the Chief Advancement Officer will help to develop, implement, and articulate a strategic vision for the organization that focuses on strategic growth—in program reach and effectiveness, in influence and brand recognition, and in revenue—while maintaining operational efficiency. As a member of the executive team, the CAO will help to drive the development of plans around new strategic priorities, and will build new partnerships to grow and sustain the organization. The CAO will oversee a portfolio that includes: 1) fundraising; 2) communications; and 3) marketing.

The CAO reports to the CEO and serves as a member of the executive leadership team. The CAO will play a key role in the organization by focusing on EMPATH's future development and direction; including leading efforts for launching a multi-million dollar comprehensive impact campaign.

### Essential Responsibilities

- Lead fundraising efforts to ensure that EMPATH has the revenue to achieve its strategic priorities, with a goal of expanding and diversifying EMPATH's revenue, growing the foundation portfolio, and expanding its planned gifts, and major donor program.
- Foster a culture of philanthropy and ensure that fund development is executed and aligned with the values, vision, mission, and strategic direction of the organization.
- Work with EMPATH leadership, board, and other stakeholders to coordinate, plan, and execute strategy for new priorities, including those that may form the case for support for a comprehensive campaign.
- Develop a multi-year, multi-million dollar campaign that supports EMPATH's bold vision.
- Cultivate and maintain relationships with board members, major donors, and key stakeholders.
- Lead communications for the organization, identifying key themes and talking points for the organization, and driving the organization's overall communications strategy.
- Lead efforts to revitalize a robust Story Sharing Network of EMPATH participants, focused on ethical storytelling.

- Plan and oversee fundraising events, including annual galas and house parties.
- Lead, support, develop, and mentor a dedicated team responsible for fundraising, communications, and implementing strategic priorities that advance the organization.
- Work with the executive team in the implementation of the new 5-year strategic plan to ensure that key goals are met.
- Serve as a liaison to the Board's Institutional Advancement Committee.
- Serve as a member of the executive team.

### Qualifications

- Demonstrated experience in managing and implementing a successful, comprehensive fund development program and preparing an annual development work plan to achieve goals.
- A minimum of 7-10 years leadership experience in a nonprofit, or similar organization, with demonstrated experience managing high-performing fundraising teams.
- Proven track record leading fundraising efforts for a \$15M+ organization.
- Experience leading multi-million dollar (\$25M+) fundraising campaigns.
- Excellent interpersonal skills with ability to cultivate and maintain relationships with board members, donors of major gifts, foundation personnel, and other key stakeholders.
- Demonstrated success in securing new foundation grants of six-figures and up.
- Demonstrated success with generating increased funds from individual donors, both major donors and annual appeals, through a coordinated, strategic approach. Knowledge of planned giving and experience with online fundraising.
- Hands-on experience with one or more donor databases/software, such as Raiser's Edge, DonorPerfect, etc., as well as Microsoft Office suite and QuickBooks.
- Comprehensive working knowledge of organizational planning, organizational structure, budgeting, administrative operations, and fundraising.
- Excellent communication skills, both written and oral, with the ability to represent the organization externally across a wide range of stakeholders and constituencies.
- Strong relationship builder with the ability to find common ground, build consensus and strengthen collaboration among diverse stakeholders.
- Strong organizational and analytical skills that reflect ability to perform and prioritize multiple tasks, and ability to manage multiple deadlines simultaneously.
- Ability to take the initiative to identify and act on problems and lead by example.
- Passion for EMPATH's mission and demonstrated commitment to the values of diversity, equity, and inclusion.
- Baseline certification in fundraising, the CFRE (Certified Fundraising Executive), or equivalent experience is required.
- Bilingualism is a plus!

### Compensation

\$175,000-\$200,000, plus benefits.

*EMPath is committed to recruiting, hiring, and sustaining a diverse workforce. Highly qualified individuals, regardless of race, color, national origin, religion, gender expression, sexuality, age, disability or veteran status, are strongly encouraged to apply. EMPATH is an EEO/ADA/ADEA employer headquartered in Boston. To ensure greater productivity and work-life balance for their employees, EMPATH has implemented a 36-hour, 4-day work week. This position requires a minimum of 3 days of in-person work in their administrative offices, with a 1 day remote option. Some out-of-state travel may also be required.*

### Boyden Contacts



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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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