



**CHIEF DEVELOPMENT OFFICER
NATIONAL MULTIPLE SCLEROSIS SOCIETY**

LOCATION FLEXIBLE – Ideal if candidate is based close to a major market for the purpose of interacting with National Multiple Sclerosis Society Boards of Trustees (e.g., New York City, Houston, Denver, Los Angeles, Florida)

Several puzzle pieces have fallen into place that are bringing us closer to a world free of multiple sclerosis. The National Multiple Sclerosis Society advances health equity by dispelling misconceptions about who gets MS, engaging underrepresented groups, providing MS information in culturally accessible and plain language (including in Spanish), developing and expanding MS specialty care, and more, thereby accelerating diagnosis and the start of disease modifying therapy. The Society's activist network grew significantly this year with more than 5,000 new voices joining its efforts and helping make significant headway in influencing legislation at the state and federal levels. The MS Ambassador program is engaging volunteers who leverage their connections to educate, motivate, and inspire more people to join the movement. Other programs like "New to Pediatric MS" broaden the National MS Society's reach to connect with audiences to provide the support, communities, and resources they need.

The National MS Society's current strategic and implementation plans reflect extensive organizational assessment and strategies to ensure the organization's ongoing evolution and impact. Success in curing MS and empowering people affected by MS to live their best lives is dependent upon revenue growth and embracing diversity, equity, and inclusion in everything the Society does. The organization must focus on strategies and milestones that build the pipeline of new donors and enhance engagement with existing fundraisers, and each person who wants to do something about MS should feel a sense of belonging in *their* National MS Society.

Amid this environment of organizational excellence, scientific and social progress, and forward-looking investment, the National MS Society seeks candidates for the position of Chief Development Officer (CDO). The CDO oversees a newly expanded team that comprises all elements of the Society's revenue generation program, including community leadership, peer-to-peer fundraising, special events, general philanthropy / individual giving, and corporate giving as well as related strategic counsel on an organization-wide scale. This leader will contribute to the preparation of the Society's strategic plans and monitor and ensure progress while driving the ongoing evolution and optimization of this integrated, multi-functional team and leading a large, geographically dispersed staff encompassing approximately 385 positions or 50% of the Society's overall workforce. Consistent with the Society's strategic direction, the CDO will lead efforts to infuse diversity, equity, and inclusion in all aspects of revenue generation and achieve sustainable revenue growth in the face of shifting organizational dynamics.

The CDO leverages a unified organizational fundraising model that directly incorporates all local Society chapters nationwide, a change made several years ago from the previously federated, more decentralized model. To meet fundraising goals going forward, the CDO will prioritize innovation in building on crucial, emergent programs for individual major and principal gifts and corporate giving as well as in refreshing peer-to-peer and event-based fundraising that has been challenged in recent years to match strong historical volume and revenues. The CDO will also champion consultation, collaboration, active communication, and a strategic, outcomes-focused,

customized approach in continuing to shape revenue generation programs within this large, complex, highly matrixed organization. They will refine corresponding structures, systems, and processes as appropriate and ensure the specification of tactics to achieve strategic goals. Importantly, the CDO will promote a culture of philanthropy to infuse all areas of the Society.

While the National MS Society will consider a broad range of backgrounds, the ideal candidate will have the following qualifications/experience:

- Demonstrated commitment to the mission and values of the National MS Society.
- Twenty or more years of progressive fundraising, corporate communications, and organizational development experience, with at least 10 years in senior management. Knowledge of and fundamental adherence to the principles, ethics, and best practices of modern fundraising, including the integration of various giving and external relations programs to engage stakeholders, cultivate interest and commitment, and diversify and grow the funding base. Successful track record of personally identifying, cultivating, soliciting, and stewarding major gifts from individual and institutional donors at the level of six to seven figures and greater.
- Experience in an organization with geographically dispersed operations. Ability to work independently while functioning in a matrix-oriented environment.
- Knowledge of nonprofit governance and experience in board member engagement in collaboration with leadership staff.
- Ability to communicate organizational direction and effectively facilitate change.
- Strong business acumen including financial analysis and strategic and operational planning.
- Superior written and verbal communication skills and the ability to effectively present complex ideas.
- Ability to direct and motivate staff and volunteers and create strong relationships with a wide range of Society constituents. Track record of strategically building teams and developing leaders therein. Demonstrated commitment to and understanding of how to build diversity and inclusion in the development function; culturally competent with respect to issues such as racial, cultural, religious, sexual, and gender identity.
- Proven ability to balance strategic and operational management, including hiring, coaching, and developing staff from diverse backgrounds. Track record of setting strategic direction, establishing goals, and benchmarking as well as working across divisional/departamental lines when necessary to achieve results. Experience in building and enhancing advancement systems and processes as well as effectively leveraging technology to integrate processes and expand the team reach.
- Experience with constituent relationship management (Salesforce experience a plus) and online meeting tools as well as Microsoft Word, Excel, and Outlook.

Diversity, Equity, & Inclusion

The National Multiple Sclerosis Society is a movement by and for all people affected by MS.

The Society wants everyone to feel respected and be empowered to bring their whole selves to work to ensure the organization makes the best decisions to achieve its mission.

The Society is deeply committed to advancing diversity, equity, and inclusion (DEI) and is working with intentionality to build cultural competence and create a welcoming environment. For example, the Society:

- Has four active employee-led resource groups – “Inclusive Voices,” “Military Community Network,” “Society Pride,” and “Workability.”
- Provides regular, ongoing DEI training for all employees to ensure that its DEI values and principles are consistently understood and practiced throughout the organization.
- Focuses on attracting, recruiting, and hiring a diverse workforce that reflects the communities the organization serves, including updating practices to prevent the potential for bias in processes.

Download the full position description via the following link:

<https://diversifiedsearchgroup.com/search/20637-nmss>

The National MS Society has retained the DSG Fundraising & Advancement Practice of the Diversified Search Group to assist in this confidential search process. Inquiries, nominations, and applications (current resumes and cover letters) may be submitted via the following link or directed to the leader of the search team:

<https://talent-profile.diversifiedsearchgroup.com/search/v2/20637>

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