



POSITION ANNOUNCEMENT:

Director of Development

San Francisco, CA or Boston, MA preferred; other locations possible

Organization Overview:

Health Care Without Harm (HCWH) is a non-profit organization that works to transform the health sector worldwide, without compromising patient safety or care, so that it becomes ecologically sustainable and a leading advocate for environmental health and justice. Our vision is that healthcare leaders across the world embrace a restorative health philosophy that makes continuous improvement of environmental health a strategic and moral priority. We seek to use strategically targeted interventions in ways that change broader system behavior at scale over time by investing in research and innovation; providing implementation support to individual enterprises and networks; and creating large-scale change by aggregating the purchasing power and influence of leading edge practitioners. We work through three kinds of organizational designs to carry out our mission: research and advocacy organizations, membership organizations, and engagement networks.

HCWH has offices in the US, Europe, Latin America and Asia, and works with hospitals and health care systems, medical professionals, community groups, environmental and environmental health organizations and religious groups that advocates globally to eliminate healthcare practices that harm people and the environment. In addition, HCWH's membership organization, Practice Greenhealth, is the nation's leading health care community that empowers its members to increase their efficiencies and environmental stewardship while improving patient safety and care through tools, best practices and knowledge.

Combined, HCWH and Practice Greenhealth have a budget of approximately \$10 million and a staff of about 45 employees. Our extended network of contractors, partners, and collaborators is far-reaching and our impact is growing rapidly through our network of partners and supporters. You can learn more about our organizations at www.noharm.org and www.practicegreenhealth.org, and view our accomplishments [here](#).

Position Overview:

In order to support the continued growth of HCWH and its affiliated organization Practice Greenhealth, we are seeking an entrepreneurial and strategic Director of Development position to plan, implement, and support all aspects of development. Reporting to the President, the Director will work with highly dedicated leaders across the organization to create and implement an integrated development strategy, sustaining current funder relationships and cultivating new opportunities to support HCWH and Practice Greenhealth. As the first hire onto a new and growing development department, the Director will have the opportunity to shape the department's strategies, systems, and staff. This is a fantastic leadership opportunity for an experienced development professional to join a passionate team and offers the chance build a new, high-performing department working alongside HCWH and Practice Greenhealth's unique networks, which span a diverse range of industries and communities.

Responsibilities:

- Lead the development and implementation of an integrated development strategy, aligned with the overall goals and strategic direction of HCWH and Practice Greenhealth, that incorporates foundation, corporate, individual, and government support
- Envision and manage a growing development department by:
 - identifying the appropriate staffing structures and systems for the U.S. region in order to support all fundraising efforts
 - directly managing a small and growing team of development professionals in the U.S. office, be involved in the hiring and selection of any new positions
 - partnering with international offices to support fundraising capacity and instill best processes across the global regions
- Proactively seek new funding sources and maintain relationships with current/past donor by determining the appropriate roles for staff and Board members to play in cultivating, soliciting, and stewarding donors and prospects; coordinate and support staff and Board members in executing on donor-specific strategies as needed
- Act as an engaging and responsive representative of HCWH and Practice Greenhealth in interactions with current and potential funders and work collaboratively with staff across the organizations to identify avenues of economic support for programs/projects
- Identify opportunities to refine existing development processes and systems, or to introduce new ones, in order to ensure that this infrastructure supports the effective functioning of the development team
- Oversee the creation and editing of grant proposals, solicitation letters and individual donor proposals, coordinating among staff on content; collaborate with the Marketing Director on packaging and marketing these materials to philanthropic supporters
- Report regularly on the status of the development pipeline to the President and Senior Management Team

Qualifications:

The Director of Development will be an accomplished development professional and an energetic leader who has a passion for the mission of HCWH and Practice Greenhealth. We are seeking an individual with:

- A minimum of 10 years of development experience with a broad knowledge of fundraising and proven success in building relationships with foundations, corporations, individuals, and/or government
- Demonstrated ability to identify, cultivate, solicit and steward donors, with excellent relationship-building skills and compelling written and oral communication skills
- Strong strategic ability coupled with the project management skills and results-orientation needed to execute and achieve results
- Collaborative leader who can foster effective and thoughtful partnerships with staff across HCWH and Practice Greenhealth by providing appropriate direction and support; prior experience in building teams and working with geographically disparate colleagues ideal
- Knowledge of best practices for development infrastructure, including development information systems, planning, finance, and budgeting
- Passion for HCWH and Practice Greenhealth's work, as demonstrated by prior experience or strong interest in health care, climate and environmental causes, safer chemicals, human rights, and/or food philanthropy
- Ability and willingness to travel domestically on a regular basis and internationally as needed
- Experience in international fundraising considered a plus

To Apply:

Please upload a resume and thoughtful cover letter, outlining how your skills and experience meet the qualifications of the position and stating how you heard about this opportunity, both in Word format, to Veronique Nagle, Director of Human Resources, at

http://commongoodcareers.force.com/careers/ts2_Register?jobId=a0K160000e0Wif&tSource=

Applications will be reviewed on a rolling basis.

*Health Care Without Harm offers a competitive salary and benefits,
commensurate with experience and skills.
Health Care Without Harm is an equal opportunity employer.*

About Commongood Careers:

Health Care Without Harm has partnered with Commongood Careers to conduct the search for a Director of Development. Commongood Careers is a mission-driven search firm that supports the hiring needs of high-impact nonprofits. With an approach that leverages robust talent networks, recruitment and search management expertise, and a deep understanding of our Health Care Without Harm's missions and cultures, we help organizations secure the talent they need to create greater social impact. Since our founding in 2005, Commongood Careers has led more than 700 searches at 275 organizations in 33 states, making us one of the most experienced and dedicated nonprofit search firms in the country. [Learn more about nonprofit job opportunities at Commongood Careers.](#)