

Our mission is advancing yours.

GG+A

Practice Area Leader, Philanthropic Analytics
Grenzebach Glier and Associates
www.grenzebachglier.com

Send Nominations or Cover Letter and Resume to:
Terri Rutter
Senior Consultant
617-262-1102 extension 225
trutter@LLLSearches.com

Introduction



Grenzebach Glier and Associates (GG+A) was founded more than a half-century ago on the principle that philanthropy is one of society's most powerful transformational tools. GG+A also believes that nonprofit organizations can create and sustain high-performing fundraising programs to help achieve their mission.

Today, GG+A is the leading international philanthropic management consulting firm. Offering a comprehensive suite of consulting services and analytical tools to help clients worldwide achieve their philanthropic ambitions, the firm's consultants have decades of leadership experience and are deeply committed to their client's success.

Since 1961, GG+A has consulted with more than 2,000 nonprofit organizations in five primary sectors: higher education, independent schools, academic medicine and healthcare, arts and culture, and the voluntary sector. Current clients are engaged in fundraising campaigns with a total value of nearly \$60 billion, and with individual goals ranging from \$5 million to more than \$6 billion. GG+A client partners have conducted 97 of the 179 campaigns of \$1 billion or more completed to date.



The Opportunity — Drive Philanthropy Through Analytics

In today's philanthropic environment, competition for donors is intense and ever-present. Donors are also more deliberate in considering their “investments” in charitable organizations. The number of nonprofits competing for gifts is increasing while recent reports from *The Chronicle of Philanthropy* show that the percentage of Americans giving to charity is decreasing. Having a strong mission or prior connections to a particular donor is no longer enough to sustain fundraising success. Nonprofits, now more than ever, must appropriately target resources and strategies to secure significant philanthropic dollars.

Complex data analysis has consistently been used in for-profit companies to inform business decisions, grow revenue, lower costs, and promote innovative ideas. In the nonprofit arena, effective use and analysis of data can help to determine the best prospects to engage, motivate fundraising staff performance and efficiency, and improve existing donor relationships.



At GG+A, data analytics is integrated into everything they do. Here, “data-driven” isn't a cliché — it is a way of life. With analytics, GG+A eliminates the guesswork; they turn “We think” into “We know.”

GG+A is eager to hire an industry leader in philanthropic analytics to lead a team of true experts in their fields, deliver excellence to clients, and set a vision for the future of data analytics to drive fundraising success.

Position Overview — Practice Area Leader, Philanthropic Analytics

The Practice Area Leader, Philanthropic Analytics (PAL) will lead the Philanthropic Analytics team, which includes three major service areas: Benchmarking, Advanced Analytics, and DonorScape Prospect Intelligence.

Benchmarking creates a cohort of peers and aspirant peers to develop proven data collection instruments; benchmarking will help your institution better understand itself and its performance.

Advanced Analytics combine the best of industry knowledge from 50 years of full-service philanthropic consulting and the analysis of over 300 million donor records worldwide, including most of the top campaigns across sectors with an institution's unique donor situation.

DonorScape Prospect Intelligence is a suite of prospect analysis services developed from over 50 years of fundraising best practices, research, and analysis at top-tier non-profit institutions.

The PAL will foremost be an ambassador for, and an upholder of, GG+A leadership and its culture of excellence. GG+A is committed to providing strategic and evidence-based fundraising counsel to help each client institution build a sustainable development function that substantially impacts the fulfillment of its mission. GG+A embodies a high-performance culture, dedicated to enhancing the philanthropic support of each client.

GG+A is client-centric, strategic and hands-on, committed to responding swiftly and creatively to client needs and requirements and to the sustainability of their advancement programs. It is a challenging environment that seeks intelligent, self-motivated individuals who are fundamentally curious, life-long learners, and achievement-oriented.

At GG+A, consultants gain exposure to a broad range of clients, domestically and internationally, and have substantial opportunities for professional growth through working with and learning from top development and consulting professionals.

Key Responsibilities:

- Provides consulting services to client institutions, including fundraising program assessments, strategic planning (feasibility) studies, campaign planning, major gift program planning and

execution, staff and volunteer training, alumni relations assessments, case for support development, etc.

- Liaises with client organization staff and leaders with respect and confidence, including senior leadership across and beyond advancement functions.
- Demonstrates strong commitment to working as part of a team on client engagements across a spectrum of nonprofit institutions that vary by size, mission, and sector.
- Works simultaneously on numerous projects, some as a Project Director and some under the project direction of others.
- Performs and supervises on- and off-site data collection, project interviews with key client staff and stakeholders, background client research, cohort analysis, comparative data analytics; etc.
- Reviews Consulting Associates' analysis and further analyzes collected client and benchmarking data and findings to refine charts, findings, and recommendations.
- Compiles and presents clear, compelling, cohesive, accurate, and persuasive presentations and reports, independently or with the support of a Consulting Associate. Such compilation and review usually includes the reconciliation of anecdotal findings, benchmarking data, Major Gifts Portfolio Analysis (MGPA), and other analytics (if included) to ensure alignment throughout the report/presentation.
- Takes initiative to seek and secure new clients and business; participates in business development and sales presentations/initiatives to build GG+A's client base.
- Works on special projects, serves as a citizen of the firm, and executes other duties as assigned.
- Apprises Practice Area and firm leaders on the progress of projects, opportunities for new or extended business, and the development of intellectual property that can be leveraged to serve other clients and projects.
- Continues to stay abreast of the field and industry advances and best practices, and to ensure that the firm is indeed a leader in creating and advancing best practices.

Core Competencies/Skills:

- Strategic and analytical thinker who can provide advice to a variety of organizations, tailoring his/her delivery to a client's specific culture or need.
- Masterful command of data analytics and the products and services encompassed in this practice area.
- Demonstrated leadership and team management skills.
- An entrepreneurial spirit that seeks creative solutions to solving big and small problems.
- Intellectually curious that thrives in environments that are the exact opposite of routine.
- Ability to influence leadership by providing data-driven recommendations that show clients the "why" as well as the "how."

- Proactive, self-starter who can think strategically, analytically, and entrepreneurially.
- Excellent organizational, time, and project management skills, including the proven ability to manage multiple projects and competing priorities in a fast-paced, deadline-driven environment.
- Ability to apply a rigorous, analytical approach to client situations and identify solutions that are grounded in evidence and experience.
- Emotional intelligence and intuition necessary to appropriately engage multiple personalities in a variety of client environments.
- Ability to adapt quickly and work simultaneously for numerous lead consultants with different personalities and working styles.
- Possession of a strong customer service orientation; be open, adaptable, and achievement-focused.
- Comfort and ability to effectively interact with senior-level development professionals and high-net-worth individuals.
- Superb interpersonal communication skills, including impeccable verbal and written communication skills. Able to synthesize data from a group of individuals into a clear, concise, single-voiced report grounded in data.
- Ability to use real data to guide assessments and recommendations rather than jump to conclusions.
- Judgment and maturity to present findings and recommendations in a confident, inspiring manner.
- Results orientation with high expectations for quality and accuracy.
- Flexibility and willingness to handle new and different tasks.
- Ability to exercise sound judgment; critical thinker; communicative, consultative problem solver.
- Proactive learner with natural curiosity to learn and explore issues. Client focused with an intense intellectual interest about each individual organization and what makes it unique.
- Strong analytical ability and a keen attention to detail.
- Demonstrated proficiency with Microsoft Office, particularly with Word, PowerPoint, Outlook, and Excel. Experience with Customer Relationship Management (CRM), SharePoint, and Tableau tools helpful.

Qualifications:

- Bachelor's degree required. Advanced degree (M.A., M.S., M.B.A., J.D., etc.) preferred.
- 10+ years of experience in data analytics.
- Significant experience leading high-performing teams.
- Demonstrable knowledge and interest in fundraising best practices and the nonprofit sector.
- Strong sales skills; significant drive to build a client base.

- Exceptional interpersonal skills and ability to work collaboratively with all levels of staff, volunteers, donors, and prospective donors.
- Professional and confident demeanor.
- Strong work ethic, enthusiasm, and positive attitude, with the ability to produce top-quality work under pressure.
- Impeccable verbal and written communication skills.
- Strong critical-thinking, problem-solving, and analytical skills.
- Adaptable and flexible team player with a willingness to take on assignments as they arise.

Leadership

The founders of the firm are well-known in the profession.



Suzanne Hilser-Wiles
President

Suzanne Hilser-Wiles, President, has more than 25 years of experience in advancement, program building, and campaign planning and implementation. Her work has benefited a wide range of nonprofit organizations including those in higher education, healthcare, and the artistic and cultural sector.

Suzanne joined GG+A in 2011, became a member of the firm's executive committee in 2013, and oversees the firm's practice in higher education, arts and culture, independent schools, and Europe and UK. In 2016, she was appointed GG+A's third president, and its first woman president in the firm's 55-year history.

Suzanne has partnered with GG+A clients across every sector, providing strategic counsel to Development teams as well as institutional leadership. This vast array of clients include Aalto University, the Barack Obama Foundation, Georgia State University, INSEAD, Mary Bird Perkins Cancer Center, New York Philharmonic, Pennsylvania State University, the Solomon R. Guggenheim Foundation and Museum, and William Penn Charter School.

Her extensive previous professional experience includes fundraising, communications, and marketing development, specifically admissions marketing, alumni relations, and press office management. She has developed and implemented individual major giving programs and designed training and support programs to engage executives, deans, and trustees in fundraising.

Prior to joining the firm, Suzanne served as Vice-Chancellor for Advancement at University of North Carolina School of the Arts (UNCSA), where she also served on an executive team advising the university Chancellor on all major policy decisions and as the primary staff member for the Advancement Committee of the Board of Trustees. Suzanne joined UNCSA from CancerCare, a national healthcare nonprofit based in New York City, where she served as Director of External Affairs, overseeing the evaluation and redesign of four major programs: direct mail, gift processing, major gifts, and sponsorship. In this role, she helped grow philanthropic support to more than \$20 million annually. She was involved in developing strategy and soliciting all gifts of \$500,000 to \$10 million.

Before joining CancerCare, Suzanne served as Senior Development Officer for Corporate Annual Programs at the Metropolitan Museum of Art, where she oversaw the Museum's annual corporate fundraising program and staffed the Museum's business committee. Previously, Suzanne served as Associate Director of Individual and Leadership Giving at the Museum of Modern Art in New York. Suzanne began her career in institutional advancement with Pets are Wonderful Support in San Francisco, where she served as Director of Development.

Suzanne received her bachelor's degree in art history from the University of North Carolina at Chapel Hill and holds a master's degree in arts administration from the Golden Gate University in San Francisco.



John Glier
Chief Executive Officer

John Glier is the Chief Executive Officer of GG+A, a global consulting firm in philanthropic management headquartered in Chicago and London. Glier joined GG+A in 1981 and has served as its Chief Executive Officer for more than 25 years.

Glier is recognized internationally for providing strategic direction and philanthropic counsel to many leading universities, academic healthcare institutions and cultural and human service organizations and as an advisor to some of the largest fundraising campaigns in higher education. He has worked with the staff of well over 200 nonprofits and with a wide range of voluntary leaders, noted philanthropists, and board leaders of distinguished institutions in North America, Europe, Asia, and Australia.

Glier has delivered numerous presentations over the last 35 years to a range of professional organizations, including the Association of American Medical Colleges (AAMC), Council for Advancement and Support of Education (CASE, CASE Europe and CASE Asia-Pacific), American Bar Association

Jackson Hole Conference on Law School Development, Woodmark Forum, Aspen Institute, American Alliance of Museums and the Association of Fundraising Professionals (AFP), as well as to a variety of programs for university deans and presidents. He has spoken on many different topics over the years, including campaign planning and strategy in cultural, medical, human services and educational institutions; building philanthropic board structures; the critical roles presidents and deans play in higher education fundraising and talent management and high performance across the nonprofit sector.

Glier serves as a member of the Providence College board of trustees, the board of directors of the Family Institute of Northwestern University, and as a life member of the Visiting Committee of the University of Chicago Division of the Humanities. He has served on the board of directors of the New Trier Township High School Educational Foundation and was a founding director of the Winnetka Public Schools Foundation. He has also served as the director and chair of the Giving Institute (formerly AAFRC) and as a member of EUConsult and the CASE Industry Advisory Council.

Of particular note is Glier's continuous work over many years with a number of distinguished universities and academic medical centers over multiple campaigns. His clients have included Amherst College, University of Amsterdam; Brandeis University; Brown University; University of California, Los Angeles; University of Cambridge; University of Chicago; Children's Hospital of Philadelphia; Columbia University; Cornell University; Curtis Institute of Music; Duke University; Emory University; Georgetown University; Guggenheim Museum; INSEAD; The Johns Hopkins Institutions; London School of Economics; Mayo Clinic; McGill University; Monticello and the Thomas Jefferson Foundation; The Ohio State University; University of Oxford; Pennsylvania State University; Princeton University; University of Queensland; San Francisco Symphony; Singapore Management University; University of Southern California; Stanford University; Sydney Opera House; University of Toronto; the United Nations High Commissioner on Refugees; University of Washington and Yale University.

Glier attended Providence College (Rhode Island), the Université de Fribourg (Switzerland) and the University of Chicago and was awarded a Fulbright Fellowship. He holds degrees in English and Comparative Literature.

Global Presence

The perceptions and practice of philanthropy differ from place to place around the world: the historical and cultural norms that influence giving, the employment of professional fundraisers, the inclination or ability to invest in best-practice development programs, the etiquette of requesting gifts and stewarding donors.

During decades of experience working with clients outside the United States, GG+A has acquired nuanced understanding of diverse philanthropic environments in Europe, Asia, Australia, Antarctica, and North and South America. GG+A global clients have gained insights into the hallmarks of high-performing U.S. fundraising programs, which they have applied in ways that work best for their respective organizations.

One of the most formidable challenges many of its non-U.S. clients face is the need to promote the habit of giving at institutions that used to be largely or entirely state-supported and in countries where private philanthropy is less prevalent. Another, at a very practical level, is the pressure to recruit and retain highly skilled fundraising staff in markets with consistent shortages of experienced talent. Also, common at higher-education institutions, is the need for development professionals and academic leaders to learn how to collaborate on major-gift fundraising to achieve the best results.

Whatever the combination of factors, GG+A conducts data-based analysis and provides pragmatic guidance for implementing strategic recommendations.

GG+A provides all clients, worldwide, with a comprehensive suite of services to create and sustain high-performing fundraising and constituent-engagement programs. These include:



[Fundraising Counsel](#)

[Alumni Engagement](#)

[Philanthropic Analytics](#)

[Strategic Communications](#)

[Advancement Services](#)

[Teaching and Coaching](#)

GG+A has worked extensively with leading universities and other nonprofit institutions in the UK, Canada, and Australia. It also has served a variety of clients elsewhere in Europe and in Asia.

See current and recent clients: [GG+A clients](#)

Location

This role is positioned in the GG+A headquarters in Chicago, IL. The office is located next to Millennium Park, Crown Fountain, and directly across from the Art Institute of Chicago. It is easily accessible by public transportation.

Background Checks

LLS verifies academic credentials for its candidates, and our clients frequently conduct background checks prior to finalizing an offer.

To learn more, call:

Terri Rutter, Senior Consultant at
617-262-1102 or send nominations or cover letter

and resume to trutter@LLLSearches.com.

All inquiries will be held in confidence.



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LOIS L. LINDAUER SEARCHES, LLC
420 Boylston Street, Suite 604, Boston, MA 02116
www.LLLSearches.com