Chief Development Officer
Ann & Robert H. Lurie Children’s Hospital of Chicago
Chicago, IL
https://www.luriechildrens.org

Send Nominations or Cover Letter and Resume to:
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Overview

The Ann & Robert H. Lurie Children’s Hospital of Chicago, formerly Children’s Memorial Hospital, provides superior pediatric care in a setting that offers the latest benefits and innovations in medical technology, research, and family-friendly design. Serving children from all 50 states and 48 countries, Lurie Children’s is the largest pediatric provider in its region. With a 130-year legacy of excellence, kids and their families are at the center of all it does.

Lurie Children’s is inspired by the courage of children and families and sustained by the extraordinary contributions of compassionate, knowledgeable and dedicated staff and volunteers. It is built from a tradition of providing unsurpassed health care for children dating back to the hospital’s founding in 1882 in an eight-bed cottage.
Lurie Children’s provides some of the highest quality pediatric care in the U.S. In 2015, it was ranked as the 11th best children’s hospital in the country. Also, it is the only pediatric hospital in Illinois to be ranked by U.S. News & World Report in all ten specialties. In fact, no other Illinois hospital scored higher in any one specialty area. With more than 5,000 hospitals in the United States, only about 1 in 30 has the expertise to care for children with serious problems. Lurie Children’s was also awarded the honor roll designation for scoring in the top ten percent in at least three specialties. It was one of twelve hospitals in the country to be given this special designation.

The research arm of Lurie Children’s – Stanley Manne Children’s Research Institute – is devoted to the understanding, prevention and investigation of pediatric illnesses and injuries. It has been designated a Northwestern University Feinberg School of Medicine research center for its central role in the university’s integrated research program. Established in 1986, its pediatric research institute has more than 200 investigators, 500 staff members and 100 trainees who contribute to six growing programs in basic research and translational medicine at the research facility. It also has interdisciplinary centers of excellence that target specific child health issues and complement its core programs.

As the pediatric teaching facility of Northwestern University Feinberg School of Medicine, this commitment drives it to be a leader in:

- Pediatric healthcare delivery
- Research into the prevention, causes and treatment of diseases that affect children
- Education for physicians, nurses, and allied health professionals
- Advocacy for the general well-being of all children

At Lurie Children’s, expertise in pediatric clinical care and research is amplified though inspired collaborations with adult medicine counterparts at Northwestern Medicine and colleagues locally, nationally and internationally, as well as colleagues in other divisions within the hospital. The results: innovative research, new therapies, and better outcomes for children.
The Foundation

Lurie Children’s relies on philanthropic funding to enhance its programs and services for children and families. Founded in 1987, the Ann & Robert H. Lurie Children’s Hospital of Chicago Foundation is a charitable 501(c)(3) tax-exempt organization with fundraising professionals who work with eleven affiliated organizations and an active team of volunteers to cultivate and secure contributions that advance the mission of the hospital.

In fiscal year 2015, 47,500 donors gave $47.5 million to support Lurie Children’s programs, services and research to help families in need. More than 1,400 volunteers gave more than 61,000 hours of their time for play activities, respite to parents, and other services.

Development Overview

This is an extraordinary time to lead the Foundation. The Development staff is talented, but with some recent departures, there is opportunity to build on their many strengths and create an even more robust team that will be poised for future success.

Over the last year, leadership has identified how best to plan for financial stability and most important, sustainability. With institutional priorities identified, a rudimentary campaign plan has been mapped out, awaiting a new Chief Development Officer to lead this critical effort. The new CDO will have the honor and responsibility of orchestrating what will be most likely a $350 to $500 million campaign in the near future.

All the resources are in place for this new CDO to build on enormous philanthropic success. Everyone – volunteers, physicians, scientists, leadership and staff – is eager to join in the effort to create the best operation possible to support this life-changing enterprise. The Foundation Board has strong leadership who demonstrate their commitment by their robust gifts of time and financial support. Physicians and researchers have a track record of committed partnerships.
by engaging prospective and current donors. The CEO, who is in his 39th year at Lurie, has built relationships throughout the institution and the nation. His passion for Lurie is unmatched, and he is an enthusiastic fundraising leader and partner.

Do you have the right skills and qualities for this position?

- Have you the vision and strategic thinking to lead Lurie to a new level of philanthropic success?
- Are you passionate about your work?
- Are you a superb manager who is an inspiring coach and mentor?
- Are you an accomplished, metrics-driven leader who has experience working in the medical and research arena?
- Have you solicited seven-, eight-, or nine-figure gifts?
- Can you state a vision and then exact it?
- Do you have the social graces as someone who can quietly and effectively work with community titans?
- Are your emotional and intellectual intelligences in balance?
- Are you someone who is not afraid to challenge your peers in a constructive way?
- Do you have a great sense of camaraderie?
- Would you be described as discrete with a solid core and a soft touch?

Chief Development Officer Position Overview

**General Summary of Responsibility:**

The Chief Development Officer is a senior-level strategist, fundraiser and manager, responsible for the oversight of all aspects of the Lurie Children’s Hospital Foundation. The CDO works closely with the Medical Center CEO, members of the Hospital and Foundation Boards, the Hospital’s leadership team and Foundation staff leaders to make Lurie a “charity of choice” and to maximize financial support for the hospital. The Chief Development Officer serves as a member of the senior management team and as an advisory on all issues related to philanthropy, and will have significant interaction with top-tier donors and volunteers. Travel is required.

Management responsibilities include development of policy for all aspects of fundraising and for oversight of the Foundation management team, including the Senior Vice President of Fundraising Programs, the Vice
President of Fundraising Programs, the Vice President of Principal Gifts, the Vice President of Communications, and the Assistant Vice President for Operations.

**Essential Job Functions:**

**LEADERSHIP ACCOUNTABILITIES**

**Clinical Quality Outcomes**
- Establishes and maintains high standards for quality of care and patient safety.
- Takes initiative to improve both processes and outcomes, incorporating best practices and innovations in professional field.
- Ensures compliance with Lurie Children’s policies and all accreditation and regulatory bodies and their standards.

**Strategic Growth**
- Compellingly communicates to staff the critical role they play in achieving Lurie Children’s mission and strategic goals.
- Facilitates organizational change initiatives; leads and supports staff in adapting to a rapidly changing health care environment.
- Facilitates development and achievement of professional and personal goals for self and staff.
- Effectively recruits, orients, develops and retains a talented and diverse workforce.

**Brand Identity**
- Strengthens our brand as a top-tier provider and employer by establishing and maintaining high standards for excellence.
- Models our values of service, innovation and teamwork. Holds others accountable for living these values.
- Fulfills the Employee Promise by fostering a challenging and compassionate work environment, recognizing strong performance, and listening and acting on feedback.

**Customer Satisfaction**
- Consistently models our Service Principles in internal and external interactions and ensures that the Service Principles are fulfilled to by others.
- Ensures employees receive information needed to perform jobs including feedback to enhance performance and customer satisfaction.
- Proactively addresses performance issues when indicated and administers policies, decisions, and disciplinary actions with consistency.

**Financial Performance**
- Aligns department goals and manages department resources and budgets to meet Lurie Children’s strategic objectives.
• Helps others understand the drivers of financial success for the Foundation and for Lurie Children’s.

**AREA SPECIFIC JOB ACCOUNTABILITIES**

*Develop and implement a strategic fundraising program:*
The Chief Development Officer develops and implements short- and long-term strategies to increase philanthropic revenue as well as the number of donors to support the Hospital’s mission. Also provides vision and leadership to guide a strategic fundraising program with particular attention to the identification, cultivation, solicitation and stewardship to top-tier individual donor prospects, corporate sponsors and foundation donors. In addition, the CDO is actively involved with the leadership of several affiliated organizations that advocate, promote, and raise funds for Lurie Children’s Hospital. The Chief Development Officer analyzes fundraising potential, sets objectives, and works with the staff to achieve stated goals.

*Institutional leadership:*
The CDO serves as member of the senior management team of Lurie Children’s Hospital and will be an active participant in the Hospital’s strategic planning efforts. As a member of the Hospital senior management team, s/he works collaboratively with other staff leaders to further the priorities of the institution, particularly with the CFO to ensure effective financial management processes in CMF. The CDO coordinates communication with Lurie Children’s administration and medical staff related to fundraising priorities.

*Supervise and lead the Foundation management team:*
The CDO is required to manage people, budget, and operations, problem-solving in a fast-paced environment, while listening carefully and building consensus. S/he actively participates in recruiting, retaining and motivating staff and serves as a mentor to more junior staff members. The CDO develops an organizational structure and policies to ensure the effectiveness of CMF and fundraising efforts.

*Personally manage a pool of rated prospects:*
The Chief Development Officer facilitates the solicitation of major gifts and principal gifts for Hospital priorities. The Chief Development Officer is responsible for management of a group of top-tier prospects. S/he performs direct solicitation independently, or in tandem with the CEO, trustees, volunteers, or other Hospital leaders.

*Communicate the Foundation’s objectives to a wider audience:*
The Chief Development Officer plays a visible role in enthusiastically communicating the objectives of the Foundation. S/he delivers presentations to physicians, caregivers, volunteer leaders, donors, and friends,
traveling to meet with Hospital support as required. The CDO oversees development of communication materials related to philanthropy.

**Engage and support the Foundation Board:**
Serve as a member of the Board of Directors of CMF, staffing committees as appropriate. Support and direct the work of the Board, including educating members of the Hospital’s emerging fundraising priorities. Engage Board members in the identification, cultivation, solicitation and stewardship of top-tier prospects. Work in conjunction with members of the Board to recruit and retain new Board members.

**SUPERVISORY RESPONSIBILITIES**

Manage and motivate five senior Foundation leaders comprising the management team, who are in turn responsible for the leadership of the Foundation’s 80-100 employees.

The CDO will perform job functions adhering to service principles, with customer service focus on innovation, service excellence and team work in order to provide the highest quality care and service to patients, families, co-workers and others.

**Knowledge, Skills and Abilities:**

- Minimum of twelve years’ experience in nonprofit management at complex, mission-driven, diverse academic institution(s) which rely upon broad community support, philanthropy, and volunteer organizations for survival and growth is required, as is a demonstrated record of leadership ability and professional accomplishment. Strong background in directing an innovative fund development within a complex and rapidly changing environment is necessary, as is extensive experience working with top management.
- Ability to achieve disciplined approaches to planning and decision-making in a challenging and decentralized environment. Ability to articulate a vision for a children’s hospital and the integration of that vision with the strategic direction and the functions of planning and marketing.
- Demonstrated success in soliciting and closing principal gifts, and direct experience in management of major projects is required.
- Successful track record in board development, education, and engagement. Intellectual depth paired with political savvy and intuition, as well as the ability to organize and present information in a concise and easily understood manner.
- Demonstrated experience in effectively motivating and managing people, both inside and outside direct span of control.
Exceptional interpersonal skills, finesse, and adaptability. Action-oriented with a high degree of personal motivation and commitment to the mission of a children’s hospital and children’s health in general.

**Working Conditions:**

Office environment. Local and national travel. Minimal likelihood of occupational exposure to pathogens during the performance of assigned duties.

**General Understanding and Nature of the Position Description:**

In accordance with the Americans with Disabilities Act, the above statements are intended to describe the general nature and level of work being performed by people assigned to this job classification. These statements are not intended to be an exhaustive list of all responsibilities, duties and skills of personnel so classified.

**Leadership**

Patrick M. Magoon  
*President and CEO*

Patrick M. Magoon is the President and Chief Executive Officer of Lurie Children’s (formerly Children’s Memorial Hospital). He has devoted his entire professional career to the institution, joining in 1977. One of his momentous achievements was leading the creation of its state-of-the-art hospital on the Chicago campus of Northwestern University Feinberg School of Medicine to replace the outdated facilities in Lincoln Park.

Since he became CEO in 1997, the number of individual children served by the hospital, inpatient and outpatient, has more than doubled. Research funding from the National Institutes of Health has more than quadrupled. During his tenure as CEO, the hospital has consistently appeared on the *U.S. News & World Report*’s list of top children’s hospitals, has been named one of the Top 25 Best Places to Work in Chicago (Chicago magazine) and one of the 100 Best Companies for Working Mothers (Working Mother magazine). Under his leadership, it became the first children’s hospital in the nation designated as a Magnet hospital by the American Nurses Credentialing Center.
Mr. Magoon is an advocate in all matters of children’s health. He is active on the Coalition of Freestanding Children’s Hospitals and served for two years as Chair of the Board of Trustees for the National Association of Children’s Hospitals and Related Institutions (NACHRI). He is the Chair of the Illinois Hospital Association’s (IHA) Board of Trustees, where he previously served as Secretary and as member of the Policy Council, the Medicaid Reimbursement Task Force, the All Kids Task Force, and several other committees and panels. He also has served on the Boards of the Metropolitan Chicago Healthcare Council and the McGaw Medical Center.

**Campus Partners**

**Rehabilitation Institute of Chicago**
A partner in providing superior patient care, Lurie Children’s relationship with the Rehabilitation Institute of Chicago (RIC) improves the transition for its pediatric patients with chronic conditions into adult care.

**Northwestern Medicine**
As one of the country’s premier academic medical center hospitals, Northwestern Medicine serves as the primary teaching hospital for Northwestern University Feinberg School of Medicine. Their medical staff is comprised of more than 1,600 affiliated physicians who also serve as faculty members of the Feinberg School.

**Prentice Women’s Hospital**
With two bridges connecting Prentice Women’s Hospital and Lurie Children’s, transportation for critically ill newborns from the state’s largest birthing center couldn’t be faster. As part of Northwestern Memorial, Prentice Women’s provides the highest quality of comprehensive medical care to meet the unique needs of women.

**Northwestern University Feinberg School of Medicine**
Ranked 18th by *U.S. News & World Report* as a top research-oriented medical school, 11th in women’s health and 14th in pediatrics, Lurie Children’s is the pediatric teaching hospital for the Feinberg School. This partnership allows Lurie Children’s to recruit some of the top pediatric specialists to Chicago, and it encourages child and adult health researchers to work closer together.
Background Checks:

Prior to submitting your resume for this position, please read it over for accuracy. LLLS does verify academic credentials for its candidates, and our clients frequently conduct background checks prior to finalizing an offer.

To learn more, call
Libby Roberts, Vice President at
617-262-1102, extension 225
or send nominations or cover letter and resume to
lroberts@LLLSsearches.com.
All inquiries will be held in confidence.
Setting the Standard in Development Search

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