The Opportunity:

Since its founding in 1829, Perkins has been a national and international leader and resource providing state-of-the-art education and services to infants, toddlers, children, youth, and young adults who are blind, deafblind, or visually impaired, including those with additional disabilities, their families, and the professionals who serve them. Its ultimate goal is to maximize the potential of each child to lead a proud, productive, and meaningful life in the mainstream of society in the United States and around the world. This is the shared mission of its five divisions: Perkins School for the Blind, Perkins Solutions, Perkins Library, Perkins International, and Perkins eLearning. With a history of excellence, the
organization actively seeks the next innovation the world holds. Perkins – ever-evolving to meet the challenge.

All children can learn – and thrive. That’s Perkins’ global vision. Every day millions of children with visual impairment around the world are denied the education they need to unlock their full potential. Perkins works to break the isolation and neglect these children face, transforming their futures through the power of learning.

More than 46 million children and young adults (ages 0-24) around the world are visually impaired, but fewer than one in 10 goes to school. The majority of this population lives in poor countries, where a lack of resources and cultural stigma of disability prevents individuals with visual impairment from accessing the appropriate education they need to reach their full potential. Kids with multiple disabilities and deafblindness are among the world’s most vulnerable – and the least likely to receive an education. Roughly half of children and young adults who are visually impaired also have an additional disability.

Perkins has served as a catalyst for change and progress, making the world a better place for people who are blind and deafblind, since its founding 187 years ago. Today Perkins is a diversified $70 million non-profit with a $260 million endowment that enjoys broad support from educational partners, NGOs, foundations and donors in the Boston area, across the US and in the international community. Perkins ran a successful $130 million capital campaign in 2009. Under new leadership, Perkins is pursuing new growth initiatives that will substantially increase its impact, and is now seeking new sources of financial support.

The Chief Development Officer will work with Perkins’ leadership, including its esteemed Board of Trustees, and the leadership team to increase Perkins’ national and global reach through individual, corporate, and foundation support. The right candidate will be an exceptionally strong manager with an entrepreneurial drive and an ability to demonstrate out-of-the-box thinking to support the initiatives of the organization.

**Position Overview – Chief Development Officer, Perkins Trust**

The Perkins School for the Blind is seeking an entrepreneurial Chief Development Officer to lead its fundraising activities and to serve as a key member of the executive leadership team. As head of the Perkins Trust, the Chief Development Officer will be responsible for fundraising initiatives with individuals,
foundations, non-profits, corporations, NGOs and government agencies to support Perkins educational and vocational initiatives both in the U.S. and in developing countries. This position will partner with the CEO and collaborate closely with the leaders of the five operating groups of Perkins, the Chief Marketing Officer and the Chief Financial Officer to maximize funding strategies across the organization, leveraging the unique and historical assets of Perkins to elevate its visibility on a global scale.

The Chief Development Officer will provide strategic and organizational leadership to advance the development goals of Perkins during an ambitious period of transformation and growing impact: development of new educational and vocational programs; expansion of the Perkins International mission in support of UN sustainable development goals; investment in new technologies to improve digital accessibility and navigation; continued growth of online education for special needs teachers across the U.S.; design of social change campaigns to raise awareness of individuals in our community who are visually impaired. This position reports to the President and Chief Executive Officer, oversees at least six direct reports, works with trustees on the Perkins Trust Board, and collaborates with fellow members of the executive team. This is a full-time, exempt position based in Watertown, MA.

**Position Responsibilities:**

**Executive Leadership**

- Work closely with the CEO to develop fundraising goals and strategies for Perkins, allocate resources to the portfolio of fundraising activities, and track the progress of fundraising initiatives

- Work closely with the CEO and leadership team to build long-term relationships with leaders of governments and ministries of education, major foundations, corporations and other philanthropic organizations

- Provide guidance to the executive team on opportunities and approaches for funding educational and other philanthropic initiatives across the Perkins operating groups

- Manage the budget and financial reporting for the Trust, in collaboration with the Perkins CFO

- Recruit, develop and supervise the Perkins fundraising team, with appropriate capabilities and scale to meet growing financial objectives

- Review, revise and enhance all development processes, measurements, and reporting to ensure operational efficiency and effectiveness
• Define and routinely track key metrics across development activities to guide decision making, evaluate effectiveness, and report to leadership, including the fundraising committee of the board of trustees

**Major Gifts**

• Expand the major gifts program, building the team and defining the processes required to reach a broader donor base and substantially increase average gift size

• Establish and build long-term relationships with a wider range of constituents, regionally, nationally and internationally

• Develop a robust set of donors as part of a broader strategy of scaling annual giving efforts

• Oversee and ensure accurate and complete database records; capture contact, biographical and career information of all donors and prospective donors

• Plan, oversee and maintain regular stewardship initiatives with all donors

**Corporations and Foundations**

• Identify, develop and implement relationship building strategies with new corporations and foundations regionally, nationally and internationally

• Leverage all organization assets to renew and grow existing corporation and foundation support.

• Review and enhance all processes, measurements and reporting that enable the Trust to operate efficiently and effectively in the proposal writing and stewardship process

• Development and manage the talent of the Perkins Trust in support of corporation and foundation work

• Define key metrics for all corporation and foundation activities and regularly report effectiveness to leadership and the Board of Trustees

**Enterprise**

• Determine and oversee development of projects and funding opportunities consistent with Perkins’ roadmap for new business development nationally and internationally
• Identify opportunities to grow unrestricted annual support while leading opportunities for targeted investments through enterprise

• Build high performance, collaborative interactions across departments in support of new business development and capital projects

Capital Campaign
• Develop plans for the next Perkins capital campaign, including timing, goals and approach

Candidate Requirements
• Bachelor’s degree: MBA preferred
• 10 + years experience in development, with at least three years in a senior leadership/executive role
• Experience with international development a plus
• Excellent analytical, reasoning and problem solving skills
• Exceptional written, oral and relationship building skills
• Highly entrepreneurial from the non-profit or for profit sector
• Strong understanding of networking and relationship cultivation
• Collaborative style in partnering with the CEO and members of the leadership team
• Experience working with an organization’s Board of Trustees

Client Overview

The Perkins mission is to prepare children and young adults who are blind with the education, confidence, and skills they need to realize their potential.

In these efforts, Perkins:
• Creates innovative environments that allow infants, toddlers, school age children, and youth varied opportunities for exploration and discovery;
• Encourages an attitude, sensitivity, and awareness of professional accountability to the individuals, families, and agencies it serves locally, regionally, nationally, and internationally;
• Is committed to and advocates for literacy in all its forms;
- Serves as a resource for its professional colleagues in the United States and around the world by maintaining a leadership position in the development of new teaching methods and educational materials, including online programs and expanded core curriculum;
- Works closely with parents to provide them with the information and knowledge necessary to enhance the learning process for their children;
- Is a leader in harnessing the power of state-of-the-art technology to enable individuals with disabilities to live independently and realize their educational and life potential;
- Responds to the specific needs of a diverse population by maintaining community partnerships, conducting research, and translating its research into practice.

Perkins’ exemplary services and strategies impact more than 1.1 million individuals each year in the United States and 67 countries across the globe. Perkins has pioneered many of the social and technological innovations that facilitate the inclusion of people who are blind, visually impaired, and deafblind into society, including the new SMART Brailler®. With an annual budget of more than $70 million, Perkins employs more than 800 full- and part-time staff, including teachers of the visually impaired, orientation and mobility specialists, speech and language specialists, physical therapists, music therapists, and social workers. Its professionals have expertise in online and in-person training and technical assistance. Last year, more than 1,000 volunteers helped to further the Perkins’ mission.

Perkins’s experience, expertise, and commitment are demonstrated through continuous expansion and improvement of its research capacity and its online and in-person education, training, and technical assistance programs, including:

- Early intervention services for infants and toddlers with disabilities and education services for school-age children;
- Teaching literacy in all its forms, with an emphasis on braille;
- Professional development and curricular resources;
- Parent training and instruction;
- Innovation in technology and use of accessible technologies;
- Community outreach and partnerships;
- International programs.
**Areas of Focus:**

Perkins consists of five distinct lines of business that collaborate on local, national, and global levels that work together every day to change what it means to be blind.

**Perkins School for the Blind** is a private, special needs school that serves approximately 200 day and residential students on its Watertown campus. The School also extends the know-how of its *Expanded Core Curriculum* to more than 300 public students throughout New England through its itinerant teacher services and its weekend and summer courses. Perkins intends to augment these services with distance learning programs via the internet over time.

**Perkins International** impacts the lives of thousands of children, families, educators, and professionals every year. For more than 25 years, Perkins International has helped build sustainable educational capacity in 67 developing countries through teacher training and advocacy to improve the lives of the 4.5 million children around the world without access to education due to blindness. Perkins International is now launching an ambitious growth strategy using a new international standard curriculum to train special needs teachers across the world – a program aligned with the new UN sustainable development goals. Funding this expansion through a broader base of foundations and major donors will be a top priority for the Perkins Trust over the next five years.

**Perkins Solutions** provides assistive technology solutions and consulting services to help educators and employers create accessible educational and work environments for students and employees who are visually impaired. Solutions also serves as the innovation center for Perkins, currently engaged with Google to build a mobile app to improve navigation of public transportation, and with an autonomous vehicle developer to test a prototype on the Perkins campus.

**Perkins eLearning** is an online portal designed to provide resources and support to anyone, anywhere, in the field of blindness education. Perkins eLearning leverages its reputation as a teacher of teachers by offering high-quality webcasts and webinars on a variety of topics. It also provides professional development and graduate level credits to educators through online workshops. A recent grant from the Gates Foundation for Perkins eLearning is providing financial support for this critical
sharing of resources.

Perkins Library circulates more than 530,000 items in braille, audio, electronic, and large print formats to about 28,000 patrons in the U.S. The Library has served patrons since 1835 and is one of the oldest accessibility services in the country.

Supporting these five operating groups are three support organizations: the Perkins Trust, Finance and Operations, and Marketing.

Perkins Unique Value: Expanded Core Curriculum

The foundation of Perkins’ educational work is the Expanded Core Curriculum, which it teaches to children and young adults, their teacher and parents – in the US and around the world. This curriculum addresses the gaps in learning and independence that results when visual impairment becomes a barrier to incidental learning.

Incidental learning is information gained through informal, visual observation of people, their behaviors and the environment. Sighted children do this automatically, and what they learn is a critical part of their development at school, at home, and in the community. For example, they watch how their fellow students behave in a classroom setting. They see facial expressions and non-verbal social interactions between their peers on the playground or in the cafeteria. They observe how their parents dress for work.

Visual impairment reduces or eliminates opportunities for this incidental learning. When children who are blind or visually impaired miss out on that incidental learning, these skills must be strategically taught and integrated into all aspects of their education.

The Expanded Core Curriculum (ECC) is an additional curriculum specifically designed for children with visual impairment. It helps these children access core academics and address the social and independent living skills their sighted peers learn incidentally. The ECC has nine skill areas: compensatory skills like braille, orientation and mobility, independent living skills, sensory efficiency, social interaction, assistive technology, career education, recreation and leisure, and self-determination.
Leadership

W. David Power
President and CEO

Dave Power has guided growing organizations as an operating executive, board member, and advisor for more than 25 years.

His diverse background includes roles as CEO, general manager and marketing executive at successful growth companies, including at Sun Microsystems, RSA Security, Novera Software, and Mercator Software. He also led investments in emerging technology companies at Fidelity Ventures. He has taught strategic management and design thinking at Harvard Extension School where he received the Joanne Fussa Distinguished Teaching Award in 2014. He is the author of “The Curve Ahead: Discovering the Path to Unlimited Growth,“.

Perkins’ mission and story is close to his heart. His son David, who is deafblind, graduated from Perkins in 2009. Dave has served on Perkins’ Board of Trustees since 2003 and was instrumental in developing Perkins’ eLearning initiative, offering cutting-edge resources and teaching strategies to educators around the globe. Today, as President and CEO, Dave oversees the five divisions of Perkins: Perkins School for the Blind, Perkins Solutions, Perkins Library, Perkins International, and Perkins eLearning.

Dave received BSCE and MS degrees from Tufts University, and an MBA from Stanford Business School where he was an Arjay Miller Scholar.

Location

Watertown, MA:

Watertown is strategically located just six miles northwest of Boston in Middlesex County. A small, usually quiet, suburb of Boston, Watertown enjoys the advantages of this metropolitan commercial, residential, and social community while maintaining its own local characteristics and unity.

Major employers based in Watertown include the Tufts Health Plan, the Perkins School for the Blind, Sasaki, Harvard Business Publishing, Bright Horizons Family Solutions, and athenahealth.
Watertown borders Soldiers Field Road and the Massachusetts Turnpike, major arteries into downtown Boston. Watertown is served by several MBTA bus and trackless trolley routes. Most of them pass through or terminate in Watertown Square or Watertown Yard.

To learn more about Watertown, please visit:

Things to Do in Watertown

What’s It Like to Live in Watertown

**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.

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