

# BOSTON COLLEGE

Director of Advancement Talent  
Boston College  
Chestnut Hill, MA  
<https://www.bc.edu/>

*Send Nominations or Cover Letter and Resume to:*

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## The Opportunity

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Boston College (BC) seeks an experienced, strategic, and innovative leader to serve as its Director of Advancement Talent. The ideal candidate is not only adept at key functions of human resources but also has a high-level skill set for developing comprehensive programs for talent acquisition and talent management. Vital to building and sustaining a high-performing team will be the ability to create and execute ground-up systems and processes, which will drive overall success within the Advancement Division. This individual will also serve as the internal leader for fostering a culture of mutual respect and lead the organization's efforts related to diversity, equity, and inclusion.

In addition, this individual also needs to embody the mission of Boston College and strive for performance at the highest levels, both individually and collectively, in the spirit of the University's motto of "Ever to Excel." This is an outstanding opportunity for an established or emerging leader with the breadth of skills and creativity to cultivate strong and committed teams. A successful track record that effectively represents best practice models in higher education and a passion for developing talent is essential.



## Overview

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[Boston College](#) (BC) is one of the nation's best and most selective universities, located on one of the country's most beautiful college campuses. Grounded in the ideals that inspired its Jesuit founders, BC urges students to look inward but always to reach out — to develop their minds and talents to the fullest and use them in service to others.

Currently ranked 35th among national universities in *U.S. News & World Report*, BC enrolls 14,890 students in more than 50 fields of study, through eight schools

and colleges in Boston, America's preeminent city for higher education. BC has over 850 talented faculty, a low faculty/student ratio of 1:11, and an undergraduate acceptance rate of 26%, and is home to 31 men's and women's NCAA Division I varsity sports teams.

BC endeavors to educate a new generation of leaders — men and women who will be capable of shaping the future with vision, justice, and charity — with a sense of calling and with concern for all humankind. It pursues this challenge because it is a worthy goal for any university, but particularly for BC, a university uniquely suited to be a beacon of hope and light for all.

### ***Advancement Overview:***

BC's Office of University Advancement, led by Senior Vice President Jim Husson, has experienced significant growth and success in recent years. Currently staffed at 228, the division has attracted some of the most capable and collegial professionals in the field. With one of the industry's highest retention rates combined with a culture of community, collaborative best practice, and career progression, BC Advancement is a leader among its peers.



BC's record-breaking *Light the World* campaign raised a total of \$1.6 billion, exceeding its goal by more than \$100 million. The campaign, concluded in May 2016, was one of the most successful in higher education this decade, featuring gifts from 140,000 donors and more than tripling the results of BC's *Ever to Excel* campaign, which raised \$441 million in 2003. *Light the World* more than doubled annual philanthropic revenue from \$60 million in 2005 to \$161 million in 2019, positioning BC among the top 5% of private colleges and universities nationwide in annual contributions.

In partnership with dedicated campus colleagues and a global network of alumni, parents, and friends, the Office of University Advancement is guided by four core values as outlined in its statement of purpose:

- Inspire alumni, parents, and friends to establish BC as a priority in their lives and to support its academic and societal mission as a Jesuit, Catholic university.
- Secure philanthropic resources that fuel the work of faculty and students and enable the University to realize its fullest potential.
- Foster a culture of inclusion and mutual respect, working as men and women for others in the Jesuit, Catholic tradition.
- Strive for performance at the highest levels, both individually and collectively, in the spirit of the University's motto of "Ever to Excel."



## The Role

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The Director of Advancement Talent is responsible for developing, maintaining, and enhancing a comprehensive program of talent recruiting, professional training and development, retention, and career development for the University Advancement division. The program and associated curriculum must optimize human resources needed to execute advancement strategies by attracting and developing talented staff, guiding performance toward optimal productivity through effective alignment of staffing and divisional goals, and identifying new sources of value in staff performance through innovation and continuous improvement. The director will advance onboarding activities and targeted training programs — often working in tandem with colleagues in University Human Resources — to build advancement-specific skills, knowledge, and competencies, and will be responsible for developing new systems, strategies, and policies to increase employee effectiveness and retention through mid-management training, team building activities, and selected career planning. The Director reports to the Associate Vice President, Operations and Planning, and supervises four exempt and two non-exempt employees.

## Requirements:

- Bachelor's degree, advanced degree preferred, and at least 10 years of professional experience, ideally bringing together a combination of fundraising experience with significant management experience.
- Experience with planning and decision-making as it pertains to policies and procedures; must include experience working in a fast-paced, dynamic environment.
- Must be a team player who is highly motivated and dedicated to the goals of advancing higher education.
- An appreciation for Jesuit Catholic education and the goals and values of Boston College is critical.

## Leadership

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**James J. Husson**  
***Senior Vice President for University Advancement***

Jim Husson oversees the University's development and alumni relations functions. He joined the development team in 2002 as the Vice President for Development and was promoted to his current position in June 2004. Jim has more than 30 years of experience in educational advancement and has served as the Vice President for Development for Brown University and as the Director of Major Gifts for Harvard's Faculty of Arts and Sciences. Early in his career, he worked for two private secondary schools, Northfield Mount Hermon School and Cushing Academy, and for the Harvard Graduate School of Design. Jim is a graduate of the University of Rochester and Northfield Mount Hermon School and a Boston College parent. Jim is the recent past Chair of the CASE Summer Institute in Educational Fundraising (SIEFR), where he had been a member of the faculty since 2008, and is a member of the CASE50 and serves on CASE's task force on reporting standards and management guidelines.



**Brenda Speight Ricard, Ph.D.**  
***Associate Vice President, Operations and Planning for University Advancement***

Brenda Speight Ricard, Ph.D. has spent the past 30 years working in higher education administration at Boston College, where she currently serves as the Associate Vice President, Operations and Planning for University Advancement. In addition to her current role, Brenda has served in leadership roles in the office of the Vice President for Student Affairs and in the office of the Executive Vice President. Her professional experiences have included significant work in strategic planning, organizational development, and reengineering in higher education. She has successfully led the development and implementation of a number of key initiatives at Boston College, including shared business service centers in several areas on campus designed to improve service and reduce cost. More recently she managed, on behalf of University Advancement, the design and renovation of the new Cadigan Alumni Center into which staff from three different buildings were moved. With its new, contemporary open-office design, this project has had a significant impact on the organization, creating many opportunities for creativity and collaboration. She graduated with a B.S. in marketing from the University of Connecticut's School of Business Administration and earned her M.A. and Ph.D. in higher education administration from the Lynch School of Education at Boston College.



## ***Background Checks:***

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

*Boston College is committed to the policies, principles, and practices of equal opportunity, affirmative action, and nondiscrimination in all of its activities, including, but not limited to employment. Boston College commits itself to maintaining a welcoming environment for all people and extends its welcome in particular to those who may be vulnerable to discrimination on the basis of their race, ethnic or national origin, religion, color, age, gender, marital or parental status, sexual orientation, veteran status, or disabilities.*

To learn more, call  
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