



## UMassMemorial Health Care

*The Clinical Partner of UMass Medical School*

Chief Philanthropy Officer  
UMass Memorial Health Care  
Worcester, MA

<https://www.umassmemorialhealthcare.org/>

*Send Nominations or Cover Letter and Resume to:*

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### ***The Opportunity:***

Lindauer is proud to partner with Chief Executive Officer Dr. Eric W. Dickson and UMass Memorial Health Care on its national search for this newly created role of Chief Philanthropy Officer.

Serving as a member of the institution's leadership team and reporting to the CEO, the CPO will design UMMHC's development program to align with the institution's ambitious goals. Close interpersonal relationship building, problem solving and an entrepreneurial spirit are key attributes necessary to maintain and cultivate UMMHC's emerging culture of philanthropy.

The CPO will demonstrate strong communication skills, political savvy and the ability to embrace complexity. The successful candidate will have considerable experience engaging potential donors and soliciting/closing significant gifts from individuals and institutions. Leading by example he/she will bring industry best-practice methodology, innovation, strategic guidance and mentorship to a small and growing team.

### **Overview of the System**

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UMass Memorial Health Care is the largest health care system in Central Massachusetts and the clinical partner of UMass Medical School, a connection that provides both entities with access to the latest technology, research, and clinical trials in health care. The System includes [three](#)

[hospitals](#) and numerous home health and hospice programs, behavioral health programs, community-based physician practices, in addition to an affiliation with [CareWell Urgent Care](#) centers. More than 2,000 physicians and registered nurses support patients on a daily basis, and the System's hospitals contain a combined 1,125 beds.

UMass Memorial provides a full spectrum of [health care services](#) throughout the System and low-cost outpatient surgery at [The Surgery Center in Shrewsbury](#). The System's primary hospital, [UMass Memorial Medical Center](#), is home to some of the region's most sophisticated medical technology and the only Level 1 Trauma Center for adults and children in Central Massachusetts. The hospital also contains Life Flight, New England's first hospital-based air ambulance, and the region's only Level III Neonatal Intensive Care Unit, making UMass Memorial an integral part of Central Massachusetts' health care system.

UMass Memorial uses its resources to address vital community needs in partnership with community organizations, social agencies, and public health groups. [Community Benefits Programs](#) at each of its three hospitals are tailored to individual communities surrounding the hospitals and include behavioral health services, violence prevention programs, and mobile medical and dental services, among others. The System also pursues an [Anchor Mission](#), designed to connect as many of the System's operations with the community as possible. Through this mission, UMass Memorial has committed to redirect 1% of its investment portfolio to community projects, hire individuals from disadvantaged areas of the community, buy locally whenever possible, and offer employees volunteer opportunities.

## Leadership

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**Eric W. Dickson, MD, MHCM, FACEP**  
**Chief Executive Officer**

[Dr. Eric W. Dickson](#) is the CEO of UMass Memorial Health Care and a professor of emergency medicine at UMass Medical School. He rejoined the faculty there in 2009, after several years working at the Carver college of Medicine and the University of Iowa Hospitals and Clinics. Dr. Dickson completed his residency at the Emergency Residency Program at UMass Medical School, from which he also graduated, and holds a Master's degree

in Health Care Management from Harvard University. His research is focused primarily on hormonal opioids and tissue protection.

## Overview of Philanthropy

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Dr. Dickson and the UMMH leadership are eager to build a robust culture of philanthropy. Over the past few years fundraising has been flat and now is the time to align this program with the same expertise and ambition as the entire Medical Center enterprise. This newly created role will build the program to new heights.

Opportunities like this do not come around very often. Now is the time to create, build and to reimagine a development operation that will change the lives of generations to come.

## The Role of Chief Philanthropy Officer

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### ***Key Responsibilities:***

- Develops and leads a high-performing, strategic, and comprehensive best practice development program for the UMass Memorial Health Care system.
- Partners with Executives, Senior Leadership, and Marketing and Communications to ensure alignment of brand, programs and strategies across the system.
- Develops and directs short-term and long-term strategic development plans. Creates strategies for new sources of funding and methods of fundraising.
- Researches and identifies new opportunities to sustain and increase donor engagement and fundraising outcomes. Plans and directs donor campaigns and special events.
- Engages with external funders and prospects to meet organizational goals. Proactively seeks opportunities to build and optimize relationships with grateful patients and donors.
- Collaborates with System CEO & President and Senior Leaders to prioritize needs and implement strategic fundraising plans.
- Maintains and grows a portfolio of donors of major and planned gifts.
- Establishes development policies. Identifies key performance indicators and implements systems and processes to monitor current and prospective donors, solicitation cycles, projections and outcomes.

### ***Standard Management Level Responsibilities:***

- Directs and supervises assigned personnel including performance evaluations, scheduling, orientation, and training. Makes recommendations on employee hires, transfers, promotions, salary changes, discipline, terminations, and similar actions. Resolves grievances and other personnel problems within position responsibilities.
- Develops and recommends the budgets for the areas managed. Manages activities to assure financial goals are met.
- Coordinates the assignment of tasks and helps resolve technical and operational problems. Evaluates the impact of solutions to ensure goals are achieved.
- Provides effective direction, guidance, and leadership over the staff for effective teamwork and motivation and fosters the effective integration of efforts with system-wide initiatives.
- Encourages and supports diverse views and approaches, demonstrates Standards of Respect, and contributes to creating and maintaining an environment of professionalism, respect, tolerance, civility and acceptance toward all employees, patients and visitors.
- Integrates diversity into departmental objectives, such as hiring, promotions, training, vendor selections, etc.

- Participates in performance improvement initiatives and demonstrates the use of quality improvement in daily operations.
- Ensures compliance with regulatory agencies such as Joint Commission, DPH, etc. Develops and maintains procedures necessary to meet regulatory requirements.
- Ensures that department complies with hospital established policies, quality assurance programs, safety, and infection control policies and procedures.
- Ensures adequate equipment and supplies for department.
- Develops and maintains established departmental policies, procedures, and objectives.
- Ensures compliance to all health and safety regulations and requirements.
- Maintains, regular, reliable, and predictable attendance.
- Performs similar or related duties as required or directed.

*All responsibilities are essential job functions.*

### ***Required Qualifications:***

- Ten years progressively responsible experience in development in a complex academic health care system.
- Proven success in strategic development including building and sustaining successful fundraising efforts and special events, donor pipelines and cultivating relationships.
- Motivated, results-oriented, entrepreneurial-thinking leader.
- Excellent interpersonal and oral and written communication skills.
- Strong organizational and time management skills.
- Ability to work independently and collaboratively in a complex matrixed organization and manage changeable priorities.
- Demonstrated strong network among the philanthropic community including foundations, employers and individuals.
- Bachelor's degree. Master's degree preferred.

### ***Desired Qualifications:***

- Ties to the Central Massachusetts community.

### ***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.

To learn more, call 617-262-1102 or  
or send nominations or cover letter and resume to  
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All inquiries will be held in confidence.



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