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# THE GEORGE WASHINGTON UNIVERSITY

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WASHINGTON, DC

Associate Vice President of Development,  
Principal Gifts  
The George Washington University  
Washington, D.C.

*Send Nominations or Cover Letter and Resume to:*

Donna Russell  
Senior Consultant  
drussell@lindauerglobal.com  
617-262-1102

## ***The Opportunity:***

The George Washington University (GW) believes in the power of each person to change the course of history. Under the dynamic leadership of President Thomas J. LeBlanc, GW is focused on empowering every individual in our community to change the world through superior academics, world-class research, and the power of philanthropy.

In order to fulfill this ambitious task, GW aims to revolutionize the culture of philanthropy on campus and in our alumni community. GW is seeking a new Associate Vice President of Development to lead the work of building an outstanding principal gifts pipeline and program at the University. This person will be responsible for the significant donor-facing work needed to build relationships toward principal-level gifts. This person is also charged with working across campus with administrative and academic leaders, and cross-university development colleagues, to generate and implement principal strategies to propel the University's priority initiatives forward. This is an ideal opportunity for a driven, intellectually curious, creative, and collaborative individual who has extensive experience building relationships with leading philanthropists and driving cross-campus philanthropic strategies.



Explore [Careers in GW Development and Alumni Relations](#)

## The Role

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The Division of Development and Alumni Relations (DAR) is seeking an Associate Vice President of Development, Principal Gifts (AVP), who reports to the Vice President of Development and Alumni Relations. DAR is responsible for leading the University's alumni and fundraising efforts. DAR aims to promote a culture of philanthropy throughout the University community, which includes alumni, students, parents, faculty, staff, corporations and foundations, patients, and other friends. The goal is to advance GW's mission of excellence in education, research, scholarship, and patient care. The AVP is primarily responsible for the discovery, development, and management of a personal portfolio of individuals who are capable of making donations at a principal-gift level (seven figures or greater). The AVP is also charged with maintaining collaborative and productive relationships with gift officers, the schools and units, and in particular, the chief development officers of schools and units.

The Associate Vice President, Principal Gifts, serves as a senior advisor to the Vice President of DAR and provides executive leadership for principal gifts at GW. This position provides strategic leadership for fundraising efforts around institutional initiatives of the highest value and priority to GW and will set strategic direction and goals for the principal gift program, in coordination with the Vice President. The AVP will also determine presidential strategy and engagement of GW's highest existing and prospective donors. The AVP will personally manage and grow a high-level portfolio of seven-figure gift prospects.

This position is also expected to oversee all day-to-day principal fundraising activities for the University, while helping to maximize the efforts of the respective teams to generate seven-figure gifts in support of the top strategic fundraising initiatives as determined by the Vice President of DAR and the President. They will also convene regular prospect management meetings of front-line fundraisers to discuss optimal strategies and progress on their assigned prospects.

### ***Essential Functions:***

- Serves as an expert development professional in the area of philanthropy and principal gifts, leading transformational giving strategies with donors capable of making significant contributions to the university.
- Manages a portfolio of approximately 50 principal gift donor prospects with the capacity to give \$1 million or greater, with a particular focus of those who may give \$5 million.
- Drives and manages strategic, consistent, personalized engagement with donors, including meaningful interaction with the President and Provost, Vice Presidents, Deans, and other academic leaders, faculty, and lead campus supporters and volunteers.
- Builds effective relationships and cultivation strategies with colleagues across campus to deeply engage potential principal gift donors with the University's mission and priorities; monitors implementation of strategies, events, and activities for cultivation, stewardship, and solicitations to advance principal gifts.
- Leads proactive collaborative efforts to develop effective and coordinated strategies for prospects shared by more than one academic unit; facilitates action plans and monitors implementation of

strategies; creates and executes events and activities for cultivation, stewardship, and solicitations to advance principal gifts.

- Prepares and presents formal fundraising proposals to principal-level donors and prospects; also, prepares senior campus leaders to present proposals; ensures that proposals are well crafted, drawing on support from in-house communications team and gaining sign-off from relevant academic leaders.
- Ensures that gifts are well stewarded, drawing on central and campus partners for appropriate, timely, and consistent recognition, and ensures that all appropriate reporting and documentation is undertaken.
- Exercises a high level of independent judgment, serves as an expert development professional in the area of philanthropy and principal gifts, leads strategies that include highly complex gift discussions and interaction with donors capable of making significant contributions to the University.
- Promotes a culture of high performance (results), integrity, and continuous improvement that values learning, collaboration, and a commitment to quality work among the development team.
- Performs other work-related duties as assigned. The omission of specific duties does not preclude the supervisor from assigning duties that are logically related to the position.

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

- Demonstrated success in building, managing, and moving a pipeline of donors and prospects is essential as is a proven ability to engage leaders, volunteers, and colleagues in a manner that generates excitement, shared purpose, and meaningful action.
- Demonstrated experience in strategically cultivating, soliciting, and stewarding major and principal (defined as \$1 million-plus) donor prospects.
- Demonstrated experience leading complex gift strategies and negotiations in collaboration with institutional leaders.
- Ability to thrive in a high-stakes, fast-paced environment while effectively executing a range of principal gifts plans and programs.
- Excellent communication, organizational, and leadership skills.
- If based in Washington, DC, ability to travel nationally and internationally for donor visits. If based outside of Washington, DC, ability to travel to campus when necessary as well as nationally and internationally for donor visits.
- Experience in highly matrixed, complex organizational structure(s).

### ***Minimum Qualifications:***

- Qualified candidates will hold a Bachelor's degree in an appropriate area of specialization plus 10 years of relevant professional experience or a Master's degree in a relevant area of study plus eight years of relevant professional experience.
- Relevant experience must include at least four years of senior leadership/executive-level experience.
- Degree must be conferred by the start date of the position. An equivalent combination of

education, training, and experience may be substituted for degree requirements.

## University Leadership

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**Thomas J. LeBlanc**  
***President***

Thomas J. LeBlanc is the 17th President of The George Washington University, having begun his tenure on August 1, 2017.

Dr. LeBlanc is an accomplished academic leader, who previously served as the Executive Vice President, Provost, and Professor of Computer Science and Electrical and Computer Engineering at the University of Miami. He was appointed to that position in 2005 and served as the Chief Academic Officer and Chief Budget Officer for the university, responsible for overseeing and coordinating its academic programs and enhancing its educational mission.

Previously, Dr. LeBlanc served as Dean of the college faculty in the College of Arts, Sciences, and Engineering at the University of Rochester. His publications include writings on operating systems, parallel programming, and software engineering.

He holds a Ph.D. and a Master's degree in computer science from the University of Wisconsin at Madison and a Bachelor's degree in computer science from State University of New York at Plattsburgh.



**Donna Arbide**  
***Vice President for Development and Alumni Relations***

Donna Arbide joined GW on March 1, 2018, after more than 30 years at the University of Miami, including serving as Interim Senior Vice President for Development and Alumni Relations. During her tenure at the University of Miami, Ms. Arbide oversaw the university's alumni relations, annual giving, and parent programs, as well as fundraising efforts of the school and college development programs.

As Interim Senior Vice President for Development and Alumni Relations, she worked closely with the university's Board of Trustees and the institutional leadership to implement the University of Miami's strategic plan and development efforts for its three campuses. She helped greatly expand alumni and parent giving, led several award-winning programs to establish a vibrant national and international network of University of Miami alumni and parents, and was the lead visionary and fundraiser for a new alumni center on the university's Coral Gables campus.

Ms. Arbide has served as a board member for the Council for Advancement and Support of Education (CASE), where she chaired the Commission on Alumni Relations, helping to launch the international initiative creating standards of practice and alumni engagement metrics for the profession. She chaired the 2018 CASE Summit for Leaders in Advancement. Ms. Arbide has a Bachelor's degree in business

administration from the University of Alabama in Huntsville and a Master's degree from the University of Miami.

## ***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  
Donna Russell, Senior Consultant at  
617-262-1102  
or send nominations or cover letter and resume to  
[drussell@lindauerglobal.com](mailto:drussell@lindauerglobal.com).  
All inquiries will be held in confidence.**



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