



FRED HUTCH™

Fred Hutchinson Cancer Research Center
Seattle, Washington

SEARCH SPECIFICATIONS

Chief Philanthropy Executive, Individual Giving

Prepared By



BRYANT GROUP
Building Powerful Teams



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Fred Hutchinson Cancer Research Center Chief Philanthropy Executive, Individual Giving Search Specifications

The Opportunity

“It’s actually plausible that in 10 years we’ll have curative therapies for most if not all human cancers.”

- Dr. Gary Gilliland
June 30, 2015

This bold statement, offered by Gary Gilliland in his early days as President and Director of the top federally-funded cancer research center in the country, is indicative of the entrepreneurial spirit and ambitious vision of faculty and staff working at Fred Hutch. An energized administrative leadership team embraces the idea of “making it possible” for an extraordinary faculty to accelerate the pace of research towards improved prevention, diagnosis, treatment and, ultimately, cures.

The Philanthropy department is led by Kelly O’Brien, who was recruited in early 2016 as Vice President and Chief Philanthropy Officer. As part of campaign readiness, Fred Hutch is seeking to recruit an effective leader of people and programs, the Chief Philanthropy Executive, Individual Giving.

Fred Hutch has also retained Plus Delta to provide major gifts training as part of campaign readiness. The Philanthropy team, in collaboration with the Executive Leadership team and a stellar [Board of Trustees](#), is working to more than double the current level of private support on a sustainable basis. Fred Hutch has completed wealth screening and initial campaign readiness in partnership with Marts & Lundy that resulted in the identification of an exceptional pipeline of prospects across all levels of giving.

The new Chief Philanthropy Executive, Individual Giving will join a highly motivated team with a deep commitment to relationship building and a desire to learn and grow professionally.

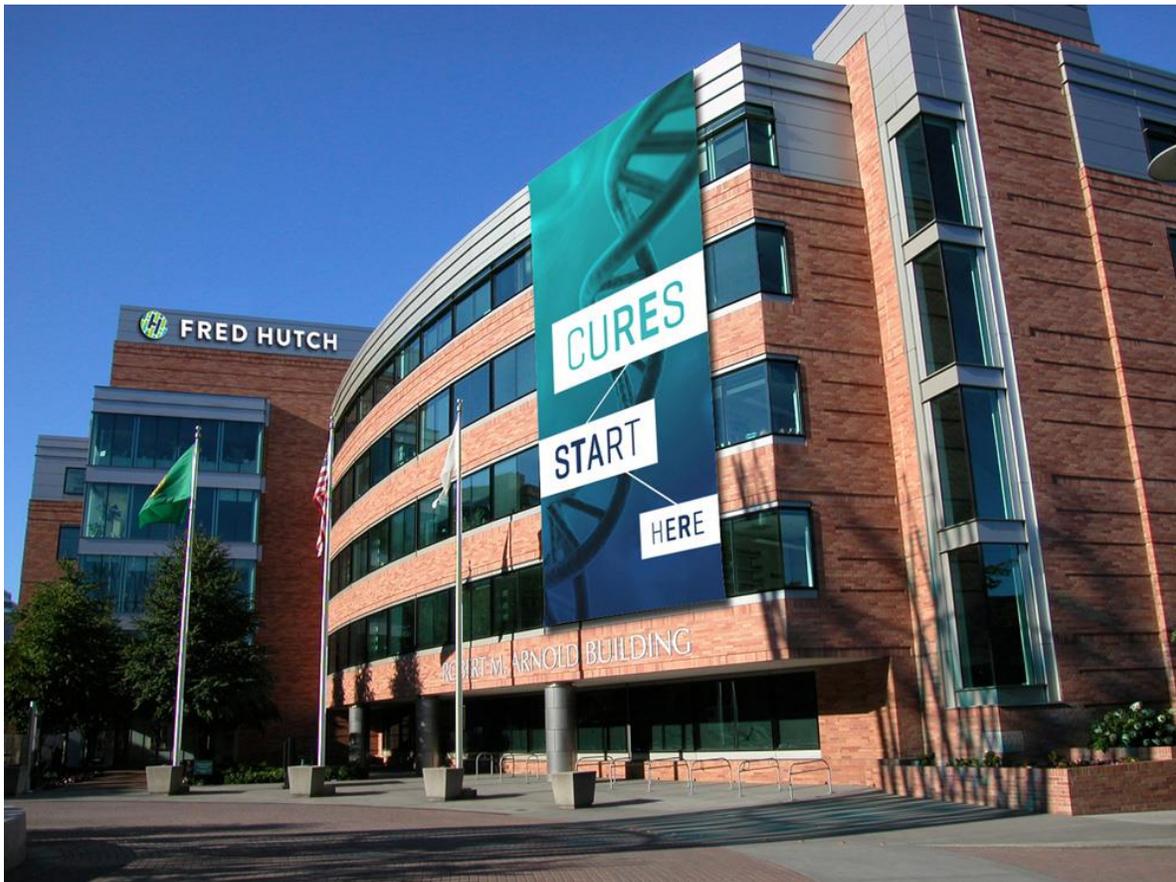
Fred Hutch has retained BRYANT GROUP to manage this search to help prepare the organization for this transformational initiative.



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Fred Hutchinson Cancer Research Center

Cures Start Here. At [Fred Hutchinson Cancer Research Center](#), home to three Nobel laureates, interdisciplinary teams of world-renowned scientists seek new and innovative ways to prevent, diagnose and treat cancer, HIV/AIDS and other life-threatening diseases. Fred Hutch's pioneering work in bone marrow transplantation led to the development of immunotherapy, which harnesses the power of the immune system to treat cancer with minimal side effects. An independent, nonprofit research institute based in Seattle, Fred Hutch houses the nation's first and largest cancer prevention research program, as well as the clinical coordinating center of the Women's Health Initiative and the international headquarters of the HIV Vaccine Trials Network.



Fred Hutchinson Cancer Research Center was founded by Dr. William Hutchinson and named in honor of his brother, a major league baseball player and coach who succumbed to lung cancer. “Dr. Bill” was an early leader in the bench-to-bedside research, and this core value remains today. Fred Hutch was among the first nationally designated cancer centers in the country.

Fred Hutch first gained international attention for the late Dr. E. Donnall Thomas' Nobel Prize-winning development of bone marrow and stem cell transplantation, which increased survival rates from 10% to more than 80% for many hematological cancers.



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The Hutch's work on bone marrow transplantation provided the first example of the human immune system's power to cure cancer. Today, Fred Hutch continues to lead the revolutionary field of T-cell immunotherapy, which is yielding effective cancer treatments with far fewer side effects than conventional drugs, radiation or surgery.



In December 2013 Fred Hutch, Memorial Sloan Kettering Cancer Center and Seattle Children's Research Institute announced the formation of Seattle-based Juno Therapeutics, a commercial entity with one of the largest Series A investments for a biotech startup. Just three years later, Fred Hutch opened the [Bezos Family Immunotherapy Clinic](#). In 2017, the Bezos family gave Fred Hutch its largest single gift to date, \$35 million.

The Fred Hutch/University of Washington Cancer Consortium is a research and clinical collaboration between Fred Hutch, the University of Washington, Seattle Children's and Seattle Cancer Care Alliance, enabling researchers to leverage each institution's strengths and develop premier research programs across many types of disease. The Consortium is among 45 National Cancer Institute-designated comprehensive cancer centers nationwide.

Gary Gilliland, MD, PhD is the fifth President and Director of Fred Hutch, arriving in January 2015. He is an expert in cancer genetics and precision medicine who has devoted his life to finding better treatments and cures for diseases.

The institution includes 15 buildings on 15 acres on the south shore of picturesque Lake Union. Views from the campus include the Lake, the city, the Space Needle and Mt. Rainier.



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Mission

The mission of Fred Hutchinson Cancer Research Center is the elimination of cancer and related diseases as causes of human suffering and death. The Hutch conducts research of the highest standards to improve prevention and treatment of cancer and related diseases.

Fred Hutch Facts

Founded:	1975
Research Faculty:	250
Nobel Laureates:	3 Nobel Prizes in Physiology or Medicine Dr. E. Donnall Thomas 1990 Dr. Lee Hartwell 2001 Dr. Linda Buck 2004
Employees:	3,000
Affiliates:	2,500
Scientific Divisions:	Basic Sciences Clinical Research Human Biology Public Health Sciences Vaccine and Infectious Disease
Clinical Studies:	1,270
Research Funding:	NIH: \$312 million (2018) including \$102 million from NCI. Fred Hutch receives more funding from the National Cancer Institute than any other research institution.
Endowed Chairs:	25
Trustees	20-member Board Chaired by Matthew McIlwain 9-member Philanthropy Committee
Operating Budget:	\$600+ Million
Web Site:	www.fredhutch.org



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Fred Hutch Philanthropy

Vice President and Chief Philanthropy Officer, Kelly O'Brien, is currently responsible for a staff of 85 (growing to 90+ in FY20). The philanthropy team raised more than \$50 million in fiscal year 2016, surpassed \$62 million in fiscal year 2017, secured over \$80 million in fiscal year 2018, and will close fiscal year 2019 at \$60+ million.

Departmental Vision Statement

Philanthropy – the practice of giving time or money to improve the human condition – will be stressed in all Fred Hutch does to free the world of cancer and disease. Fred Hutch will be home base for all who care deeply about cancer prevention, diagnosis, treatment and who believe cures are on the horizon; from donors giving \$1 to \$1 billion, to clinical trial participants giving the greatest gift of all – hope for those who believe in the power of research.

Structure

The department has four key program areas:

- Individual Giving, which includes the following teams:
 - Annual Giving, including all directed response activities and a new 5-member Leadership Annual Giving Team focused on donors and prospects of \$1,000 - \$50,000.
 - Planned Giving, focusing on estate and asset gifts of all sizes
 - Philanthropic Gifts, a team of frontline fundraisers focused on donors and prospects with capacity of \$100,000 - \$5 million.
- Institutional Giving oversees corporate, foundation and organizational relationships.
- Donor Engagement and Events includes Stewardship and Recognition, Cultivation activities, Fundraising Events including external partnerships, and Donor Communications.
- Philanthropy Advancement Services includes Prospect Management and Research, Data Services and Analytics, Database Management, and Gift Processing.

Staff members work in partnership with Executive Leadership, Trustees, a volunteer Board of Ambassadors, and three Guilds. Collaboration with the departments of Communications and Marketing, Business Development and Industry Relations, Finance, and Strategy is keenly important to success. Faculty/researchers are actively engaged with departmental activities and donor relationship building.

Principal Gifts fundraising (\$5M+) is managed across individual and institutional giving with leadership staff responsible for relationship management and strategic advancement.

The following chart reflects total philanthropic support of Fred Hutch for the past four fiscal years:

Fiscal Year	Number of Donors	Total Support
2018	34,911	\$82,315,022
2017	34,805	\$62,137,386
2016	31,968	\$50,237,073
2015	32,727	\$56,191,703



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Position Description

Chief Philanthropy Executive, Individual Giving Fred Hutchinson Cancer Research Center

The Chief Philanthropy Executive, Individual Giving serves as part of the Philanthropy department's senior leadership team, oversees a staff of 30 in programs for Annual Giving, Philanthropic Gifts, and Planned Giving. This experienced professional will lead the strategic growth and operational effectiveness of Individual Giving on an annual basis and will be actively engaged in planning Fred Hutch's first comprehensive campaign.

The Chief Philanthropy Executive will be expected to take initiative, provide effective management of direct reports, execute core responsibilities collaboratively, and work well within a complex organization. Must maintain professionalism, show flexibility, handle multiple tasks and changing priorities, and remain composed under the pressure of deadlines. Must be able to effectively and enthusiastically communicate the mission, values, and scope of the institution.

Key Responsibilities

Responsibilities and essential job functions include but are not limited to the following:

- Actively serves as a member of Philanthropy's leadership team; works with the Vice President, Philanthropy and Chief Philanthropy Executive team to establish solid and cohesive working relationships with all Program Directors, engaging staff at all levels in fundraising efforts; ensures Philanthropy staff talents and skills are maximized and the group works collectively for the common good.
- Responsible for creating a holistic approach to Individual Giving with strategies for near- and long-term growth; requires a significant commitment of time and energy to drive operations and supervise personnel to create a high-performing team.
- Provides vision and leadership for core Individual Giving fundraising initiatives across Annual Giving, Philanthropic Gifts, and Planned Giving programs to drive increased total giving in dollars and number of donors annually.
- Fosters environment for creative strategies to drive acquisition, retention, and increased support from donors in alignment with institutional priorities.
- Works in tandem with Executive Directors of Annual Giving and Planned Giving to identify opportunities for strategic growth and evolution within and across programs to increase lifetime value of each donor.
- Provides mentorship and support for direct reports and creates an environment that develops talents within the team.



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- Works collaboratively with the Director of Prospect Management, to support and motivate Directors, Associate Directors, and Assistant Directors (frontline fundraisers) in relationship management, implementation of effective and personalized strategies, pipeline development, and overall engagement of major donors and major donor prospects within their portfolios.
- Actively structures, leads, and contributes to meetings for Individual Giving staff program coordination, team-building, and donor strategy sessions.
- Fosters an atmosphere of collaboration and clear, honest communication within areas under management, within the department, and across the organization.
- Monitors expense budgets for all Individual Giving Programs.
- Works collaboratively with the Advancement Services team to establish data driven performance metrics and portfolio balancing routines across Individual Giving programs.
- Monitors revenue reports and innovative prospect management tools that showcase the prospect pipeline and revenue projection data.
- Ensures team is adding data in a timely manner to RENXT and other historical documentation files/databases.
- Effectively communicates the mission, values and scope of the institution.
- Safeguards the confidentiality of donor and prospect information at all times.

Qualifications

Requirements

- A baccalaureate degree
- 10+ years of successful professional fundraising management experience, including proven effectiveness at leading programs through change and building high-functioning, emotionally-healthy teams
- Experience with Annual Giving and Planned Giving, with preference given to candidates with digital marketing and new media experience
- Proven success modeling, teaching, and leading best-practice fundraising skills for front-line fundraisers and assessing individual and collective results



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- Proven ability to gather and analyze information effectively, making appropriate decisions even in the face of ambiguity
- Experience soliciting and closing 7-figure gifts
- Proven ability to articulate, with conviction, the mission and vision of the organization
- Adept at engaging, cultivating, soliciting and stewarding individuals from all walks of life and varying philanthropic capacity level
- Proven ability to advance the interests of donors or potential donors while honoring and protecting the best interests of the organization
- As a high-profile representative of the institution, has ultimate integrity and treats respectfully all with whom he/she interacts, including donors, prospective donors, faculty, board members, and staff
- Strong customer service and communication skills
- Strong writing skills
- Innate sense of urgency combined with self-motivation

Desired Knowledge, Skills and Abilities

- Comprehensive campaign experience, having accomplished strong strategic planning, project management, staff motivation, and outcomes evaluation
- Ability to work closely and collaboratively with colleagues
- Intellectual depth, integrity, vision, creativity and a sense of humor
- Ability to communicate clearly and concisely, both orally and in writing
- Highly developed organization and information management skills
- Strong attention to high level of detail and quality of work
- Ability to prioritize multiple projects and demands
- Ability to handle confidential and sensitive information
- Ability to build relationships and work in a team environment
- Involvement in professional development organization(s)
- Creative problem-solver



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Vice President and Chief Philanthropy Officer Biographical Profile

Kelly O'Brien

Kelly O'Brien was appointed Vice President and Chief Philanthropy Officer in January of 2016. Kelly leads the fundraising team and partners closely with President and Director Dr. Gary Gilliland and senior leadership to expand philanthropic resources in support of the pivotal, ground-breaking cancer research being conducted at Fred Hutch.



Most recently, Kelly served as Executive Director of Development and Campaign Director at the Philadelphia Museum of Art – one of the country's largest and most prestigious art collections – where she led the institution into a successful \$425 million comprehensive campaign by highlighting the museum's stellar staff, extraordinary collections, and educational and economic impact on the city. During FY 2014, philanthropic support of the museum exceeded \$75 million.

She served earlier as a major gifts officer, director of major gifts and director of individual gifts before assuming the top fundraising role for the museum. She joined the Philadelphia Museum of Art after four years as a development officer at the Seattle Art Museum. She also served as President of the Art Museum Development Association.

Kelly earned a Bachelor of Arts degree from Emory University in Atlanta, where she also began her fundraising career working first for the college, and then served as the Director of Development for the Nell Hodgson Woodruff School of Nursing.

Kelly previously served on the Board of NACCDO (National Association of Cancer Center Development Officers). Fred Hutch hosted the 2018 conference.



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Seattle, Washington

Seattle is an exciting urban city surrounded by unmatched natural beauty. Situated on Puget Sound in the Pacific Northwest, “The Emerald City” is surrounded by water, mountains and evergreen forests, and contains thousands of acres of parkland.

Washington State’s largest city, Seattle is home to a variety of industries, including technology, aerospace and defense, forest products and clean and renewable energy. The Port of Seattle is the largest container seaport in the US and is a gateway for trade with Asia, as well as Alaskan cruises. The futuristic Space Needle, a 1962 World’s Fair legacy, is its most iconic landmark.

The population in the Seattle Metropolitan area is over 3.9 million.



Seattle’s reputation is one of a great arts city, and is home to a number of prestigious arts organizations, including the Seattle Art Museum, the Seattle Symphony Orchestra, the Seattle Opera, Pacific Northwest Ballet, the Asian Art Museum, the Chihuly Garden and Glass, Pilchuck Glass School and many others.

There are nine major medical facilities in Seattle, including Fred Hutch, University of Washington Medical Center, Seattle Children’s, and Veteran’s Affairs Medical Center. Higher education is represented by ten public and private colleges and universities, including the University of Washington and Seattle University.

Local professional sports teams include the Seahawks (NFL), Mariners (MLB) and Sounders FC (MLS). Women’s professional teams include the Seattle Storm (WNBA) and Reign (NWSL). An NHL team will be based in Seattle and begin play in the 2021 season.

Seattle's mild, temperate marine climate allows year-round outdoor recreation, including walking, cycling, hiking, skiing, snowboarding, kayaking, rock climbing, motor boating, sailing, team sports, golf and swimming.

Seattle is one of the most desirable cities in the nation for people of all ages and backgrounds.



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Application Procedure

To be consider for the Chief Philanthropy Officer, Individual Giving at Fred Hutchinson Cancer Research Center, please electronically submit your resume and cover letter in confidence to:

Sally Bryant DeChenne President
BRYANT GROUP
info@bryantgrp.com

BRYANT GROUP is the industry leader in executive search for the philanthropy professions. For more than 30 years, BRYANT GROUP professionals have focused on recruiting successful development and advancement professionals at the mid- and senior-executive levels for institutions of higher education, hospitals and medical centers, and other nonprofits nationally and internationally. The firm also offers talent development and leadership coaching to help our clients build powerful advancement teams.

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