



Search for Vice President for Resource Development
German Marshall Fund
Washington, DC

THE SEARCH

[The German Marshall Fund](#) (GMF)—the leading nonpartisan think tank focused on strengthening transatlantic cooperation on global challenges—seeks an experienced, creative, and strategic leader as its next Vice President for Resource Development. The next Vice President will join an organization in an exciting moment of transition. Led by a new President and newly emerging leadership team, GMF has positioned itself to better address and shape the new challenges and opportunities facing the transatlantic relationship. With its exceptional history of rigorous research and analysis; the groundwork to support liberal democratic norms and civil society; and convenings and exchanges of international leaders, GMF has been a pillar in bolstering the transatlantic ties that help foster a more prosperous, secure, and freer world. Financial support plays an increasingly vital role in advancing GMF's mission of strengthening transatlantic cooperation on global challenges. To that end, GMF requires an astute and capable Vice President to lead and expand the organization's fundraising, development, and donor engagement efforts as a key member of GMF's senior leadership team.

Under President [Alexandra de Hoop Scheffer](#), GMF remains committed to three long term strategic priorities: strengthening transatlantic security; ensuring competitiveness in a changing global order; and revitalizing democracy. To support these overall aims, GMF has bolstered infrastructure to ensure the organization continues to run with the highest degree of efficiency and effectiveness. GMF has redoubled its commitment to producing the highest quality research and analysis, as well as hiring and developing the best talent to ensure its future. Throughout its history, GMF has received most of its funding from government sources. With changes in those governments and shifting priorities, the organization seeks to identify and drive new revenue sources under the next Vice President.

The Vice President for Resource Development reports to GMF's President and will lead a team of six to eight fulltime staff located both in Washington, DC and Brussels. GMF seeks a Vice President with a proven track record of successfully cultivating, soliciting, and stewarding major gifts from high-net-worth individuals, foundations, corporations, and government entities. They will have a demonstrated ability to develop and execute comprehensive fundraising strategies, manage donor pipelines, and build long-term

relationships with a diverse set of supporters. Successful experience engaging funders in international affairs, public policy, or related fields is highly desirable as well as working effectively with a board of trustees. Given the geographic dispersion and international diversity of GMF, the Vice President must bring a broad mindedness to collaboration and relationship building across the organization.

The German Marshall Fund has retained Jack Gorman of the search firm Isaacson, Miller to assist with this important recruitment. Instructions for applying, nominating, and inquiring about the position can be found at the end of this document.

GERMAN MARSHALL FUND

Since its establishment in 1972 to commemorate the values of the Marshall Plan, the German Marshall Fund has focused on strengthening transatlantic cooperation to address global challenges. As a nonpartisan think tank, GMF conducts research and policy analysis on issues such as democracy, security, geopolitics, alliances, the rise of China, and technological change. Through publications, convenings, and partnerships, GMF supports informed policymaking and fosters collaboration among government officials, civil society, and emerging leaders in the United States and Europe. Headquartered in Washington, DC, GMF has offices in Berlin, Paris, Brussels, Belgrade, Ankara, Bucharest, and Warsaw, with additional representation in London and Madrid.

In addition to its high caliber research and analysis, GMF has sought to actively strengthen and cultivate civic institutions and emerging leaders in Europe. Through capacity building grants, trainings and networking opportunities, this “do-tank” part of GMF has sought to advance the values of liberal democracy and civic participation in Europe.

Today GMF seeks to fulfill its mission against a new constellation of international challenges and developments. With the rising skepticism of democratic norms, increasing political polarization, rapid economic and technological changes, dis and misinformation in the contemporary media ecosystem, to military conflicts, GMF seeks to organize and develop innovative strategies to meet the current global moment. Despite a new international context, GMF seeks to continue honor and advance the values that animated the transatlantic alliance when it was established in the middle of the last century.

Recently GMF has experienced a number of internal changes, and a newly emerging leadership team is looking to revitalize and strengthen itself organizationally. From developing better shared services across the organization; refining and strengthening expectations regarding research; and hiring and investing in top talent for operations and programs, GMF is putting in place the optimal internal supports and personnel to fulfill its ambitions for the coming years.

In 2024, GMF brought in approximately \$39 million in revenues. Historically, the bulk of GMF’s funding has been from government sources (the United States and Europe primarily), followed by foundation, corporate, individual and multilateral support. With the shifts in funding priorities from some governments, GMF is looking to develop strategies to diversify its revenue sources.

Current Leadership

Alexandra de Hoop Scheffer

Alexandra de Hoop Scheffer became GMF's president in 2025. Previously she served as Senior Vice President for Geostrategy, leading GMF's geostrategy policy and risk advisory initiatives across Europe, the United States, and the Indo-Pacific. Her areas of expertise encompass European affairs, transatlantic and international relations, and corporate diplomacy.

Prior to joining GMF in 2012 as its Paris office director and as a senior fellow, de Hoop Scheffer held key advisory positions in the French government, academia, and international organizations, including with the French Foreign Ministry's policy planning staff (2009-2011), NATO's Supreme Allied Commander Europe (2010-2013), the French Ministry of Defense (2006-2009), and UN peacekeeping operations (2006). She also served as an associate professor at Sciences Po Paris and as a research fellow at the Institut Français des Relations Internationales.

A dual French-Dutch citizen, de Hoop Scheffer holds a PhD in political science from Sciences Po Paris and is the author of "Hamlet en Irak."

More information about the German Marshall Fund can be found at www.gmfus.org.

THE ROLE OF VICE PRESIDENT FOR RESOURCE DEVELOPMENT

The Vice President for Resource Development reports to GMF's President and leads the organization's Development team. The Development team drives external revenue efforts in concert with GMF's programs and eight country offices. The team executes state-of-the-art business development efforts to generate funding from government, multilateral, private sector, and foundation actors as well as individuals for GMF's three core programmatic areas – Transatlantic Security, Tech & Trade Competitiveness, and Shifting Global Order – as well as support for GMF leadership and fellowship programs. The team also manages the identification of potential partners, creation of lists of contacts, the internal financial processes that maintain funder database information, and helps the organization of some partner-focused activities.

LEADERSHIP OPPORTUNITIES AND CHALLENGES

The success of the next Vice President for Resource Development will be determined by how well they address the follow leadership opportunities and challenges:

Strategic Leadership

- Develop and implement a comprehensive fundraising strategy aligned with GMF's goals.
- Collaborate with leadership and staff to identify funding needs and opportunities.

- Lead major fundraising functions across individual, foundation, corporate, and government sources.

Fundraising Execution & Operations

- Set fundraising targets, identify investment needs, and establish performance metrics.
- Identify, cultivate, steward new funding sources across sectors, and secure six- and seven-figure gifts.
- Manage a portfolio of key donors and prospects and monitor evolving donor priorities, trends in fundraising and partnerships and advise on strategic alignment.
- Support donor-centric communications and external messaging.
- Oversee grant writing and proposal development.
- Collaborate with program leaders to craft compelling proposals and reports.
- Oversee fundraising systems, including donor databases and recognition processes.
- Use data analytics to drive revenue growth and assess performance.
- Strengthen grant writing, compliance, and reporting capabilities.

Donor Engagement & Stewardship

- Build and sustain strong donor relationships.
- Represent GMF professionally in all donor and partner engagements.
- Leverage networks of leadership and the Board to expand donor engagement.
- Develop organizational capacity to manage and grow contact networks.
- Organize events and activities that connect donors to GMF's mission and impact.

Team Leadership & Collaboration

- Lead and mentor the development team.
- Work across departments and international offices to support cohesive fundraising.
- Ensure proper use of fundraising data systems and CRM tools. Promote internal understanding of fundraising goals and mobilize teams for success.
- Lead high-performing teams with a focus on excellence, innovation, and collaboration.
- Foster a culture of continuous learning and cross-regional teamwork.

Board Relations

- Support and engage the Board in fundraising.
- Provide regular updates and reports on development progress.
- Guide and train Trustees in donor outreach and cultivation.

QUALIFICATIONS

The German Marshall Fund seeks candidates who will bring most if not all the qualifications noted below:

- Senior-Level Experience: At least 10 years of experience in senior management roles and fundraising experience with major gift success, preferably within the nonprofit sector or think tanks.
- Fundraising Expertise: Proven track record in development strategy, donor relations, and fundraising operations.
- Leadership Skills: Strong leadership abilities to inspire and manage a team, fostering a collaborative and high-performance culture.
- Strong familiarity with both U.S. and European fundraising landscapes.
- Strategic Communication: Exceptional verbal and written communication skills to effectively articulate the organization's mission and goals.
- Financial Management: Proficiency in budgeting, financial planning, and resource allocation to ensure effective use of funds.
- Demonstrated ability to lead, mentor, and inspire diverse, multicultural, and geographically dispersed teams in a dynamic, international environment.
- Networking Abilities: Extensive experience in building and maintaining relationships with donors, stakeholders, and partners.
- Master's degree in a relevant field such as Public Administration, Business, or Nonprofit Management.

INSTRUCTIONS FOR APPLYING, NOMINATING & INQUIRING

The position will remain open until filled. Interested candidates are required to submit a resume and statement of interest through the website: <https://www.imsearch.com/open-searches/german-marshall-fund/vice-president-resource-development>. Nominations of individuals for the position as well general inquiries can be submitted via the same website. All correspondences regarding the search should be directed to the Isaacson, Miller representatives:

Jack Gorman, Partner
Kahn Lee, Managing Associate
Grace Zakin, Managing Associate
Lisa Clayton, Senior Search Coordinator