



ASSOCIATE VICE PRESIDENT, INDIVIDUAL PHILANTHROPY PROGRAMS
MOFFITT CANCER CENTER
Tampa, Florida

THE SEARCH

Moffitt Cancer Center (Moffitt) seeks an experienced and strategic advancement professional to serve as the next associate vice president, individual philanthropy programs (AVP). Joining Moffitt at an exciting time of growth and momentum, the AVP will provide leadership, oversight, and direction for three fundraising programs and will report to the foundation president. The AVP will play an integral role in advancing Moffitt's ten-year strategic plan and will be responsible for leading significant revenue growth, building upon prior, substantial fundraising success.

Over the past five years, Moffitt has more than doubled the total dollars raised and is investing significantly in the growth of the foundation team. This is an exciting opportunity for a dynamic advancement professional to play a critical role in leading continued development and impact as a member of the foundation's senior team. The AVP oversees three of Moffitt's five fundraising programs, including individual and family giving, annual giving, and planned giving, and is responsible for leading significant revenue growth for the annual goals of the individual philanthropy programs. Overseeing a team of experienced frontline fundraisers, the AVP will deploy exceptional management and planning skills to direct and motivate staff, recognize new opportunities to build the program, and track performance toward revenue and engagement goals. They will bring a knowledge of advancement best practices as well as strong business acumen, and an entrepreneurial approach, to ensure the right policies, strategies, and tactics consistently drive fundraising performance.

With a track record of leadership experience in successful development programs, ideally within healthcare or higher education, the successful candidate must possess strong managerial, strategic planning, and motivational skills; a keen understanding of best practices in fundraising; and a track record of significant personal success in donor cultivation, solicitation, and stewardship at the major and principal gift levels. The AVP must possess at least ten years of experience in the advancement field and seven years in a senior management position. This individual will exhibit the credibility and emotional intelligence to effectively engage and partner with key internal and external stakeholders, as well as the initiative and political savvy to navigate a complex medical foundation enterprise. The AVP will possess exemplary presentation and written communication skills and a leadership style that both fosters and promotes diversity, equity, and inclusion. A bachelor's degree is required; advanced degree is preferred. Moffitt Cancer Center has retained Jack Gorman of the national executive search firm, Isaacson, Miller, to

assist in this important recruitment. Confidential inquiries, nominations, and applications should be directed to the search firm as indicated at the end of this document.

MOFFITT CANCER CENTER

Moffitt Cancer Center is the only National Cancer Institute-designated Comprehensive Cancer Center based in Florida, and one of only 30 leading cancer centers in the United States participating in the National Comprehensive Cancer Network. Moffitt is at the very forefront of cancer centers worldwide. Equipped with top research and care experts working side-by-side, Moffitt is uniquely positioned to revolutionize cancer treatment, elevate care and save more lives. NCI designation is the highest recognition of quality cancer research spanning population, basic and translational sciences.

Research

Moffitt's research focuses on leading-edge discoveries that can be rapidly translated into improved diagnostic, preventive and therapeutic advances. More than 1,200 individuals make up the cancer center's research team, representing a diverse group of scientists all dedicated to cancer research. Moffitt's size, its singular focus on cancer, and its close interaction and outreach with academic partners and caregivers throughout the state, nation, and world all contribute to the rich, collegial, and collaborative environment required to perform outstanding cancer research and educate the next generation. Moffitt is an international leader in pioneering advances such as: cellular therapy, preventive vaccines, health disparities research and adaptive therapy.

Moffitt's five research programs, supported in part by the Cancer Center Support Grant (CCSG), consist of integrative teams working together to tackle the complexity of cancer.

Cancer Biology and Evolution

The Cancer Biology and Evolution (CBE) Program is focused on understanding tumor development, progression, and resistance from a basic and evolutionary perspective. Research within CBE is conducted at the interface of molecular cancer biology, translational research, and mathematical modeling with a focus on priority cancers in Moffitt's catchment area.

Cancer Epidemiology

The overarching goal of the Cancer Epidemiology (CE) Program is to reduce the cancer burden through identification and confirmation of biological factors affecting carcinogenesis across the cancer continuum that contribute to disease development, progression, and outcomes, and to exploit learned knowledge to inform advances in clinical and public health practice.

Health Outcomes and Behavior

The Health Outcomes and Behavior (HOB) Program contributes to the prevention, detection, and control of cancer through the study of health-related behaviors, healthcare practices, and health-related quality of life. Work toward this goal involves research across the disease spectrum – from prevention and detection through to survivorship or advanced disease.

Immuno-Oncology

The Immuno-Oncology Program defines the mechanisms by which tumors evade rejection by the immune system and develops strategies to thwart them. Key to the program's success is the close integration of immuno-oncology clinical, translational, and basic scientists that facilitates rapid progression of novel immunotherapies from the bench to bedside.

Molecular Medicine

The Molecular Medicine (MM) Program integrates chemical biology and systems biology technologies to develop new therapeutic approaches for the treatment of cancer. Along with research in chemistry, drug discovery, and clinical trials, the MM Program includes members interrogating signaling pathways that regulate cell proliferation and survival to identify new targets for cancer therapeutics.

Moffitt Medical Group

The Moffitt Medical Group (MMG) is Florida's largest multidisciplinary medical group practice dedicated to providing world-class personalized cancer care at Moffitt Cancer Center. The MMG is growing rapidly as Moffitt builds additional facilities and establishes partnerships with other health systems to make advanced cancer care accessible throughout Florida and beyond.

The MMG consists of more than 300 board-certified oncology specialists and more than 300 advanced practice professionals, as well as other staff who specialize in nearly 30 cancer programs and services. The MMG team includes medical oncologists, surgical oncologists, radiation oncologists, hematology specialists, diagnostic and interventional radiologists, internal medicine specialists, anesthesiologists, anatomic pathologists, hematopathologists, supportive medicine specialists, cancer genomics experts, cardio-oncologists and advanced practice professionals.

As academic oncologists in one of the nation's top cancer centers, MMG members contribute to the prevention and cure of cancer through demonstrated clinical expertise, cutting-edge clinical research, academic prowess, stewardship, and service to the profession and to the community.

Using a patient-centered, multidisciplinary, team-based approach, MMG providers blend clinical excellence with compassion to ensure that patients and their families feel connected to the team.

Moffitt Cancer Center and Research Institute Foundation

The Moffitt Cancer Center and Research Institute Foundation (Moffitt Foundation) was founded in 1994 to support Moffitt's cancer research, patient care, and education initiatives. The Moffitt Foundation continues to grow and transform significantly. Today, the foundation is the philanthropic center of Moffitt, and the team serves a donor community of more than 30,000 individuals, organizations, and companies that have embraced and invested in Moffitt's mission: to contribute to the prevention and cure of cancer.

The Moffitt Foundation is comprised of a team of 40 individuals across individual philanthropy programs; corporate, community, and foundation giving; development services; and special events. The foundation recently conducted an extensive strategic planning process to develop a robust ten-year strategic plan. Overall, foundation fundraising has more than doubled over the past five years, from \$25 million to more than \$55 million raised in fiscal year 2022. The foundation's ten-year strategic plan outlines a strategy to elevate fundraising to \$100 million per year. For fiscal year 2024, individual philanthropy programs has a collective goal of \$21 million.

In fiscal year 2022, over 22,000 donors contributed more than \$54 million. Of the total, \$20 million was given in transformative giving; \$5.6 million in foundation gifts and grants; \$8.7 million in individual and family giving; \$10.9 million in planned giving; \$6.3 million in corporate and community giving; and \$3.3 million in annual giving.

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The AVP is a senior position at Moffitt Foundation and oversees three of the foundation's five fundraising programs, including individual and family giving, annual giving, and planned giving. The AVP will lead a staff of twelve, including four direct reports, with the potential of additional positions being added depending on the foundation's growth targets being met. The AVP reports to the foundation president, and as a member of the foundation's senior team, the AVP is responsible for leading significant revenue growth as detailed in the foundation's ten-year strategic plan.

Key Responsibilities and Duties

Develop and communicate strategies, tactics, and team guidance that achieves revenue growth in each fundraising program defined in Strategic Plan 2022-31

- Evaluate each program to determine areas for improvement, recognize growth opportunities, and address challenges.
- Assist in the foundation's annual business cycle of planning and goal setting.

- Utilize analytics, predictive modeling, and other data to inform strategic decision making and priorities.
- Define specific annual initiatives, objectives, and work plans for each program.
- Create performance measures, timelines, milestones, and reports.
- Continually evaluate progress, adjust, and course correct when necessary.

Monitor and maintain program ROI/CTRD

- Stay abreast of industry best practices through benchmarking, research, and conferences.
- Ensure resources and program budgets are deployed effectively, to achieve an excellent ROI.
- Look for efficiencies and savings on an ongoing basis.
- Ensure leadership is kept well informed of progress and external factors that may impact costs and revenue goals.

Support, manage, and mentor team members

- Exemplify the professional values of the foundation, including integrity, professionalism, transparency, and a healthy work ethic.
- Lead by example in managing own portfolio and closing significant gifts.
- Provide support to team members to develop their skills and retain excellent staff.
- Ensure a high level of team productivity and focus.
- Maintain and foster excellent working partnerships between the foundation's staff, and faculty and physicians.

Partner with the foundation president and senior team

- Ensure the foundation president is fully informed on all relevant business and donor relations; present excellent reports and updates.
- Assist in the preparation of materials for board meetings and report on programs at board meetings.
- Contribute to senior team priorities and discussions, with insights, observations, and advice.

- Collaborate effectively with AVP, Development Operations to ensure goals and strategies are aligned
- Support a positive, respectful, and mature social and business culture in the foundation.

Contribute to the foundation's annual business cycle and senior team activity

- Participate in the planning of an annual mid-year retreat.
- Assist in the assessment of the foundation's progress against plans, metrics, and performance measures.
- Contribute to adjustments to the ten-year strategic plan.
- Participate in the foundation's management team agenda planning.

Develop, communicate, and monitor effective team metrics, performance milestones, and measures

- Ensure a robust annual work plan is in place for each team that determines objectives for meeting goals, special initiatives, and metrics.
- Maintain regular reviews of metrics to ensure teams are on track.
- Diagnose obstacles to progress and problem-solve within effective time frames, to maintain momentum.

Qualifications and Experience

The AVP will bring many, if not all, of the following professional qualifications, skills, and experiences:

- Minimum of ten years in the advancement field and seven years in a senior management position, preferably within higher education or healthcare organizations.
- Progressive management responsibilities, including leading a range of different fundraising programs.
- Technical knowledge and understanding of Planned Giving vehicles and experience working with the highest level donors.
- Exceptional management and planning skills, including developing plans for multiple programs, mentoring and motivating teams, creating and sustaining effective accountability and performance measures.

- Demonstrated track record in recruiting, mentoring, and retaining staff, and a proven commitment to DEI.
- Proven track record of closing major gifts and working with high-capacity donors.
- Extensive experience in optimizing the cycle of identification, qualification, cultivation, solicitation, and stewardship.
- Proven ability to utilize donor relations best practices to ensure the highest standards of donor stewardship.
- Optimize interface with other fundraising and operational teams, especially prospect and data analytics and donor relations.
- Technical experience in database and systems tools, specifically Raiser's Edge NXT.
- Examples of supporting non-development staff in their fundraising efforts, including board members and volunteers.
- Experience preparing budgets, reconciling gift data with accounting, and other financial tasks related to the programs.
- Excellent skills in managing up to ensure foundation and center leadership is fully informed, briefed, appropriately consulted, and involved in the work of the individual philanthropy programs.
- Preferred experience in leading a team of more than 20 people.
- Preferred experience with campaign planning and strategic leadership experience.
- A bachelor's degree is required; an advanced degree is preferred.

TO APPLY

Jack Gorman is leading this search with Bryce Ervin and Ryan Cheung. For more information, to submit a nomination, or to apply for this role, please visit:

[https://www.imsearch.com/open-searches/moffitt-cancer-center/
associate-vice-president-individual-philanthropy-programs](https://www.imsearch.com/open-searches/moffitt-cancer-center/associate-vice-president-individual-philanthropy-programs)

H. Lee Moffitt Cancer Center & Research Institute (Moffitt Cancer Center), in accordance with Equal Employment Opportunity Policy GP-08, does not discriminate on the basis of race, color, religion, sex, sexual orientation, age, national origin, marital status, citizenship, physical or mental disability, veteran status, or any other protected trait.

Additionally, Moffitt Cancer Center will consider reasonable accommodations whenever necessary to provide equal employment opportunities to otherwise qualified individuals with a disability.