



## Senior Director of Development (Bilingual Preferred)

MIGRANT CLINICIANS NETWORK, INC.

### Job Announcement

#### I. JOB DETAILS

<b>Position Title:</b>	Senior Director of Development
<b>Location:</b>	Texas or California preferred. Remote or Hybrid.
<b>Reports to:</b>	Chief Executive Officer
<b>Position Class:</b>	Full-time Employee
<b>Positions Supervised:</b>	TBD
<b>Travel Required:</b>	Yes
<b>Date:</b>	August 2024

#### II. JOB DESCRIPTION

##### A. Summary

###### About MCN

[Migrant Clinicians Network \(MCN\)](#), founded in 1984, is a national non-profit organization pushing back against health inequities and structural racism to help migrants and asylum seekers, immigrants, and other historically marginalized communities gain access to quality care when they need it. Our mission is to create practical solutions at the intersection of vulnerability, migration, and health. We envision a world based on health justice and equity, where migration is never an impediment to well-being.

People across the US are marginalized by our health care system because of language barriers, poverty, legal status, rural locations, and migration. Health inequities and structural racism impact the ability of migrants and immigrants to access care when they are migrating, and when they first arrive at their new communities. Climate change and other emerging or rapidly changing forces may interrupt care or prompt health emergencies.

*A force for health justice / Somos una fuerza dedicada a la justicia en salud*

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Clinicians who serve these marginalized communities struggle to reach them, and lack the strategies, resources, and technical assistance to effectively remove barriers to ensure culturally relevant, linguistically appropriate, high-quality care is accessible.

Migrant Clinicians Network is transforming the health system to remove those barriers, connecting migrants, immigrants, asylum seekers, and other marginalized communities with care, and bolstering the clinicians who serve them. MCN develops practical solutions to the biggest challenges in migrant and immigrant health, supporting both clinicians and migrants directly.

MCN is headquartered in Austin, Texas with supporting offices in California, Maryland, and Puerto Rico, with a majority of staff working at remote locations around the US. MCN has been awarded the Platinum Seal of Transparency, the highest level of recognition, from GuideStar/Candid, is a [Top-Rated NonProfit](#) according to GreatNonProfits, and has a [four-out-of-four star rating](#) from Charity Navigator.

### **About the Opportunity**

The Senior Director of Development will serve as the strategic leader and visionary for all fundraising and development activities. This inaugural role is crucial in transforming our development function into a robust, results-oriented program.

- The Senior Director of Development will be responsible for creating and implementing a comprehensive fundraising strategy to diversify revenue streams, grow the donor base, and significantly increase annual contributions.
- As the primary architect of our development operations, the Senior Director of Development will build the systems, processes, and culture necessary for long-term fundraising success.
- The Senior Director of Development will work closely with the Chief Executive Officer, Chief Financial Officer, Chief Program Officers, the Board of Directors, and others, to engage and cultivate major donors for MCN.
- MCN's goal is to achieve annual giving and specific program support in excess of \$1 million a year from a variety of sources such as: monthly acquisition appeals, targeted campaigns, major donor solicitations, and foundation proposals.
- The new Senior Director of Development will have an immediate opportunity to create the strategy and action plan raising funds from individual donors, corporations, foundations, and others.

- MCN is poised for growth with the adoption of a new Prospect Management system (eTapestry, a Blackbaud product) to manage the acquisition, cultivation, solicitation, and stewardship of its growing donor base.
- The Senior Director of Development will play an integral role in MCN's growth by building relationships with prospective donors in communities being served as well as deepening existing connections between members and donors of MCN in established communities.

## **B. Core Competencies**

- Embodies the belief that health care is a right and displays a personal commitment to MCN's values around migrant health and health justice.
- Demonstrates a commitment to creating an accessible, supportive, and inclusive environment that recognizes diversity and cultural competence as integral components of MCN's work.
- Exceptional leadership skills, with a collaborative spirit and strong management skills; demonstrated ability to inspire and motivate staff, board, donors, and potential partners a must.
- Strong strategic and implementation skills; ability to grasp the opportunities and challenges of the organization and the role.
- Outstanding communicator; excellent speaking, writing and interpersonal skills.
- Enthusiasm for developing and leading fundraising campaigns
- Works in alignment with MCN's organizational values: teamwork, innovation, excellence, and a passion for the mission.
- Maintains a positive outlook and flexibility in MCN's fast paced and dynamic environment.
- Develops and maintains relationships with a diverse community of office colleagues, remote staff members, and other organizations.

## **C. Specific Responsibilities**

### **Leadership**

- Develop and execute a multi-year strategic fundraising plan aligned with MCN's goals.
- Work closely with the CEO, executive team, and Board of Directors to integrate fundraising into the overall organizational strategy, strengthen donor engagement, and increase giving.

- Establish the development department, including staffing, budgeting, and setting performance metrics.
- Supervise staff and consultants, as needed on data entry, research, writing, events, and other activities to support MCN's fundraising strategy.
- Represent MCN in meetings with current and potential funders.
- Help build a culture of philanthropy where everyone at MCN has a role in strengthening philanthropy and telling our story of impact.

### **Fundraising and Donor Relations**

- Lead all aspects of fundraising, including individual giving, major gifts, corporate partnerships, foundation grants, and planned giving to significantly increase contributions.
- Manage and grow an active portfolio of donors and prospects by creating and implementing personalized cultivation and stewardship plans and gift requests for each donor within the portfolio; assign other donors as appropriate to executive team.
- Build a major gifts program by identifying, cultivating, and soliciting high-net-worth individuals.
- Create and implement a donor stewardship plan to deepen engagement and ensure sustained support.

### **Development Operations**

- Establish and maintain the necessary infrastructure, tools, and systems to support efficient and scalable fundraising efforts.
- Use e-Tapestry CRM and data analytics to track donor engagement, manage fundraising campaigns, and drive data-driven decision-making.
- Analyze reports on donor interactions to make strategic decisions to maximize giving opportunities; prepare and present information and progress to MCN's executive team and the board of directors.
- Design and manage donor recognition and appreciation programs.

### **Communications**

- Collaborate with our communications team to develop compelling fundraising materials, campaigns, and events that effectively convey our mission and impact to existing donors and potential donors.

## **III. JOB REQUIREMENTS**

**“ A FORCE FOR HEALTH JUSTICE FOR THE MOBILE POOR ”**

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- **Education.** Bachelor’s Degree required. Certified Fund Raising Executive (CFRE) credential a plus.
- **Language.** Oral and written fluency in English. Bilingual in Spanish preferred.
- **Experience.**
  - a. Six or more years of substantial and progressively responsible professional experience, including at least two years of experience supervising professional staff.
  - b. Demonstrated experience overseeing complex or multiple projects through to success, including meeting financial goals and coordinating the work of key staff.
  - c. Demonstrated success in fundraising; experience with individuals, foundations, and corporations; track record of soliciting and closing six-figure gifts with experience in seven-figure gifts a plus.
  - d. Planned giving knowledge and experience in implementing or running a legacy gifts program a plus.
  - e. Experience understanding and using a donor database (Blackbaud preferred) and a high comfort level analyzing and applying data to hone strategies and achieve goals.
- **Computer Skills.** Ability to use Microsoft Office programs – Outlook, Access, Excel, Word, and CRM donor database. Overall comfort with computer-based communication including Teams and Zoom.
- **Authorization.** Applicant must be eligible to work in the United States and able to work regular working hours in US time zones.

#### IV. COMPENSATION

MCN offers full-time, salaried employees an array of benefits including employer contributed investment account, health insurance, a health and well-being stipend, monthly contributions to a health savings account, 18 days/year of paid time off and 12 holidays. The salary range is \$100,000 to \$110,00 annually and is commensurate with experience.

#### V. EQUAL EMPLOYMENT OPPORTUNITY

MCN is committed to building an inclusive organization that represents the people and communities we serve. We especially encourage members of traditionally underrepresented communities to apply for this position, including women, people of color, LGBTQ people, and people with disabilities.

MCN provides equal employment opportunity without regard to race, color, sex, religion, national origin, age, disability, pregnancy, sexual orientation, gender identity and/or expression, genetic information, ancestry, or HIV/AIDS status. MCN conforms to all applicable federal and state laws, rules, guidelines, and regulations and provides equal employment opportunity in all employment and employee relations.

## **VI. DISCLAIMER**

In any organization or job, changes take place over time. Although an effort will be made to keep job-related information current, this is not an all-inclusive list of job responsibilities. MCN reserves the right to revise or change job duties and responsibilities as the business need arises, or as program needs change. In compliance with EEOC 29 CFR, part 1630, if the employee cannot perform the essential functions of this position in a satisfactory manner, further accommodation shall be made if it does not constitute undue hardships upon this organization.

## **TO APPLY**

Interested candidates are invited to upload their resume and cover letter outlining interest and qualifications as PDF or Word documents [on this form](#) or on Migrant Clinicians Network's website, [www.migrantclinician.org](http://www.migrantclinician.org).

Inquiries may be made, in confidence, to Search Consultant James A. Campbell @ [jcampbell@brakeleybriscoe.com](mailto:jcampbell@brakeleybriscoe.com)