

ByalaSearch LLC

CHIEF DEVELOPMENT OFFICER

ByalaSearch LLC is pleased to announce that our firm has been retained by The Broad Institute to identify candidates for the position of Chief Development Officer.

ABOUT THE BROAD INSTITUTE

The Broad Institute empowers world-class researchers to boldly tackle the most critical and challenging problems in human biology and disease – taking on challenges that cannot be easily addressed in traditional academic settings. Our model brings together the knowledge of academia and the power of industry to create what is needed to take on these problems fearlessly and to ensure that the benefits of genomic medicine are shared by all for the public good. Hand-in-hand with our deep local community of institutional partners and our wide global network of collaborators, we aim to catalytically advance the understanding and treatment of cancer, heart disease, psychiatric disorders, drug discovery, and much more. Accelerating biomedical research and improving human health require diversity of all kinds in our community—in education, training, background, perspectives, interests, and identity—as it expands our creativity in how we approach these problems and find solutions.

Critical Competencies for Success

- Proven track record as an institutional leader and thought partner to a CEO/Director; history of accountability for an institution’s overall success as much as a team.
- With the ability to forge new relationships with donors and steward long-term relationships, have a track record of managing a team to successfully close complex, principal gifts; a sophisticated donor service orientation; skill to strategically envision what moves prospects along the giving continuum.
- Ability to articulate strategic needs of an institution to a variety of audiences both internal and external.
- History of recruiting, managing, and supervising a significant and diverse staff as well as promoting the goals of DEI work.
- Experience stewarding a Board in its fundraising and fiduciary leadership of an institution

Primary Function

Reporting to the Institute Director, Todd Golub, the Chief Development Officer's primary responsibilities are to be a high-profile leader of the Institute in furthering its mission and to partner with the Director to create a strategy to raise philanthropic support. The fundraising strategy will remain, by design, a highly-selective principal gifts program with the CDO working with the Director, Core Faculty and other senior staff to advance the arms of the institution in the philanthropic community.

The CDO will provide leadership, strategic direction, and operational coordination to principal gift donor relationship management and simultaneously supervise an agile development team that will seamlessly weave relationships between faculty and other research investigators and philanthropists locally, nationally and worldwide. The Development team will also partner with other departments like Sponsored Research, Finance and Business Development to optimize relationships and maximize philanthropic giving.

Drawn to and driven by the Broad's mission, the CDO will bring a comprehensive record of organization leadership and high achievement in diverse and complex gifts in dynamic environments. The placement will possess the professional maturity, stature and flexibility to effectively build relationships and alliances with and between scientific and philanthropic constituencies with a donor-centric approach. The successful candidate will join a culture in which passion for the mission, excellence, transparent collaboration, respect and accountability are guiding principles.

Position Description

Specific Responsibilities of the Chief Development Officer:

- As an institutional leader, further the Broad's mission of creating capabilities to impact public health and the public good;
- Partner with the Director on fundraising strategy;
- Provide Strategic insight, innovative support and stewardship to the Development team, Director, Core Faculty and Associate Members in effectively creating and executing pivotal solicitations;
- Further identify and develop a qualified pool of donors capable of supporting the Broad in a transformational way, in addition to maintaining a personal portfolio of high-level prospects;
- With the Director, articulate priorities and craft the case for support for the Institute's vision;
- Manage and steward the Board in its fiduciary responsibilities as well as in its fundraising efforts to support the Broad.
- Build collaborative fundraising partnerships across the Broad Institute, including senior executive leadership, fiduciary and other volunteer leadership, scientists and the

Institute's partner institutions;

- Establish and maintain relationships with partner institutions through development peers at those institutions.
- Supervise the seamless direction and coordination of prospect and donor relationship management activities across the partner institutions, embedding within the Broad Institute an approach which is collaborative, comprehensive and donor-centric;
- Work with the communications department to further amplify the Institute's unique value proposition and external profile and collaborate with partner institutions;
- Establish policies and practices that will ensure fundraising staff accountability through quantitative measurement of results, assessments of efficiency and effectiveness and the replication of best demonstrated practices.
- Responsible for the strategic planning of the cultivation and solicitation of prospects and major donors in order to secure funding for institutional priorities and to reach budgeted goals.
- Establishing strong collaboration with the senior administration and selective Board leadership to achieve fundraising objectives including identifying new prospects, creating new avenues of cultivation and developing solicitation strategies;
- Work with faculty and senior administration as well as a variety of prospects including board members to develop and nurture donor opportunities;
- Collaborate with relevant colleagues across the organization to build and sustain a proactive and successful internal fundraising culture;
- Maintaining advanced knowledge and understanding of development techniques and fundraising best practices to interact capably with donors and their advisors on charitable gifts;
- Serve as an effective spokesperson for the Institute;

Ideal Skills and Experience:

- Minimum 10 years related experience in high level donor prospect identification and program creation to support cultivation and solicitation of principal gifts in a scientific, research or medical environment.
- Proven experience in high-end relationship management in an academic or biomedical setting and working with faculty and academic leaders to convey an institution's mission and priorities to a variety of audiences.
- A strategic leader with attention to detail;
- Experience engaging internal and external stakeholders, ideally for academic, medical or scientific research institutions;
- Track record of staffing and soliciting transformational gifts; understanding of transformational philanthropy and application of this lens to prospect research and reporting.
- Demonstrated track record of directing and closing principal gift solicitations from individual and institutional/organizational donors;
- Demonstrated record of developing and overseeing fund-raising policies, practices, and

processes;

- Intellectual curiosity and superb communication skills (both written and oral); the ability to solicit and understand complex scientific information and then synthesize and communicate this information to diverse constituencies in an effective manner;
- Self-motivated, results-oriented, and mission-driven professional;
- Team player with a creative approach; ability to refine strategies after feedback from key stakeholders;
- Demonstrated intelligence, creativity, confidence and ability to apply the experience of the traditional development craft to a dynamic, non-traditional enterprise;
- Passion, stature, and integrity necessary to effectively support and steward partnerships with scientists, philanthropists, volunteers, donors, prospects and external partners;
- Grace, poise and highly advanced facilitation skills to promote fundraising partnerships across the Broad and its partner organizations;
- Intellectual dexterity and flexibility to work effectively in, a highly nimble organizational framework;
- Bachelor's degree required, graduate degree strongly preferred.

Other Characteristics:

The Chief Development Officer must possess the intellectual depth, maturity, wisdom, and collaborative skills to garner the trust and confidence of the senior staff of the Institute, its administrative leadership, Board of Directors, development team and other constituents. The placement has superior interpersonal skills and the ability to communicate on multiple levels and has a strong work ethic and institutional commitment to be successful. The successful candidate is a self-starter with the desire and ambition to work in a high-impact organization and can mobilize a team to support strategic growth.

The Chief Development Officer will be adaptable and innovative with a hands-on approach and should thrive in a high performing environment. Unlike any other institution, the Broad is innovative in its philanthropy as much as in its research. The successful candidate will be comfortable in this fast-paced setting and have the intellectual curiosity and personal motivation to achieve the goals of the Broad.

Kindly send nominations or expressions of interest to:

Lisa Byala
Principal
ByalaSearch LLC
broadcdo@byalasearch.com
T: (212) 547-9536
www.byalasearch.com

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