



Senior Director of Development, Athletics



POSITION DESCRIPTION & OPPORTUNITY OVERVIEW

January 2018

The information in this position description contains confidential and/or privileged information. Any unauthorized copying, disclosure or distribution is prohibited. If you are not the intended recipient (or have received this document in error) please notify the sender immediately and destroy.

OPPORTUNITY

University of California, Riverside (UCR) is a dynamic public higher educational institution on the rise. In its 10-year strategic plan, [UCR 2020: The Path to Preeminence](#), UCR articulates 4 strategic goals, each needing financial support to make it a reality. In October 2016, a \$300 million fundraising campaign was publicly launched to support key initiatives and \$188 million has been raised to-date, with 3 years remaining.

Alumni and community engagement is critical to actualizing the University's goals and aspirations. Intercollegiate Athletics has taken on increasing importance and recognition and is working to engage various constituencies, including the broader regional communities, alumni, business, and residents. 17 sports compete at the NCAA Division I level in the Big West Conference. To support the student-athletes and coaches and to provide improved facilities and programs, \$3.5 million or more is to be raised towards the University's overall campaign total.

UCR Advancement and its dynamic Athletics Director, Tamica Smith Jones, seek a Senior Director of Development, Athletics to strategically plan and execute a philanthropy program that generates additional annual and campaign support to carry out its goals and aspirations. ZRG Partners is pleased to present this exciting professional opportunity to aspiring development professionals with a passion for college athletics.

The University of California, Riverside stands at a watershed: a highly regarded public research university on the verge of joining the nation's top ranked. As it enters the next decade, our vision is to become a preeminent research university that epitomizes excellence in all that it does: advancing and communicating knowledge through research and creative activity; developing and inspiring the leaders for tomorrow's world; transforming communities, both locally and globally; and demonstrating that diversity is both a measure of excellence and a means of achieving it.

UCR 2020: The Path To Preeminence

UNIVERSITY OF CALIFORNIA, RIVERSIDE

The University of California, Riverside is one of 10 universities within the prestigious University of California system, and the only UC located in Inland Southern California. Widely recognized as one of the most ethnically diverse research universities in the nation, UCR currently hosts more than 23,000 students, with 900 instructional faculty. Chancellor Kim A. Wilcox and Provost Cynthia Larive are implementing plans for an aggressive expansion of the faculty, adding 300 members. The physical campus is also in the midst of exponential growth with new and remodeled facilities coming on-line regularly.

UCR began as the University of California Citrus Experiment Station in 1907 and marks its founding back to 1954 when the first students arrived on campus. It is a young campus quickly emerging as a national leader in public education. *Time Magazine* ranked UCR first, based on graduation rates, affordability, and availability of student financial aid. Riverside's ranking in the 2018 edition of Best Colleges is 124. Graduate programs of national prominence include the Bourns College of Engineering and Graduate School of Education. Notable alumni include Pulitzer Prize-winning editorial cartoonist Steve Breen, best-selling mystery novel author Elizabeth George and Nobel Prize-winning chemist Richard Schrock.

The University's leadership is executing on 4 overarching goals to realize its vision:

STRATEGIC GOAL #1:

Academic Excellence- Developing a Preeminent Research University for the 21st Century

STRATEGIC GOAL #2:

Access- Enhancing Opportunity for Graduate, Professional and Undergraduate Students

STRATEGIC GOAL #3:

Diversity- Serving as a National Exemplar for Diversity, Inclusion and Community

STRATEGIC GOAL #4:

Engagement- Shaping their World

UCR INTERCOLLEGIATE ATHLETICS AND FUNDRAISING PROGRESS



The proud history of Highlander athletics dates back to the University's inception in the mid-1950s. Today UCR Intercollegiate Athletics program features a robust range of women's and men's teams competing at the highest NCAA division level, as a member of the Big West Conference, composed of nine schools. UCR has made a splash on the national scene with NCAA post-season appearances in Baseball, Women's Basketball, Women's Soccer, Men's Golf, Men's and Women's Cross Country, and Men's and Women's Track and Field.

Athletics is led by its inspirational Director, Tamica Smith Jones, having been appointed in 2015. She is charged with bridging the gap between campus and community, and seeks to develop the players to become known for more than their skills on the field- also contributing to social causes and the growth and success of the enterprise. Tamica seeks increased involvement from alumni both as active volunteers and financial supporters. She has charged the Athletics Association to support the program through participation, presence and partnership.

UCR Athletics has a \$3.5 million campaign goal, with \$1.4 million yet to be raised. The monies will be used for capital improvements including the Bear's Den Locker Room, and supporting student athletes and coaching initiatives. The Highlander Athletics Association strives to rebuild its membership from more than 600 in FY'17 towards 1,000 and beyond by the campaign's end in 2020. The average gift size is \$600 to \$700, with \$475K raised in FY'17. There is significant opportunity for the elevation of the development program and the senior director will carry a portfolio of 75 to 100 qualified major gifts prospects, with 400-500 already identified.

UCR ADVANCEMENT

UCR's leadership recognizes the need to lessen its reliance on governmental support and diversify and expand its resources. This includes increased annual philanthropy and the successful planning and execution of a comprehensive campaign. UCR's advancement portfolio encompasses alumni relations, communications and marketing, and development.

University Advancement tells compelling, impactful stories featuring UC Riverside's remarkable faculty, students, and programs. Its mission is to inspire pride, commitment, and investment in UCR.



The University's leadership took several important steps to resource and support the growth of the advancement team and infrastructure, including the 2009 appointment of [Peter Hayashida](#) as its Vice Chancellor for UCR Advancement, a recognized national leader in university advancement.

UCR Advancement is responsible for planning and successfully executing UCR's Living the Promise Campaign. The department has approximately 125 team members, and is organized in a hybrid central/unit-based model. The Senior Director of Development, Athletics organizes and executes all development activities for the program and succeeds in raising the campaign and annual philanthropic dollars needed to accomplish its goals. He/she will oversee a Director of Development and an Associate Director, and inspire them to generate philanthropic support on behalf of Intercollegiate Athletics.



Stephen Siegel

The Senior Director of Development reports to Stephen Siegel (Steve), Executive Director, Individual Giving. Steve joined UCR's advancement leadership team in 2016 and oversees athletics, gift planning, and regional development. Steve is a highly experienced advancement leader having most recently served UC Irvine and Claremont McKenna College.

POSITION

Under the general direction of the Executive Director, Individual Giving, and in close coordination with the Athletics Director, the Senior Director is responsible for the conceptualization, planning and implementation of a development and fundraising program that results in the generation of private support including corporate, foundation, and individual major gifts for program initiatives of UCR Intercollegiate Athletics. The Senior Director will develop a high profile for the program by enlisting the assistance of alumni, media relations, and marketing professionals. He/she will develop detailed gift opportunities tailored towards the interest of potential major donors, consistent with the established needs and priorities of the Athletics Department. This includes overseeing the organization, planning, and implementation of volunteer committee groups working to reach established fundraising goals. Individually, and by effectively managing a team of two staff fundraisers, the incumbent will oversee the implementation of prospect cultivation and solicitation for assigned programs and priorities of the campus and those set by the Associate Vice Chancellor, Development.

A full position specification can be viewed at <https://irecruitportal.ucr.edu>.

QUALIFICATIONS

- ▶ Bachelor's degree in related area and/or equivalent experience/training;
- ▶ Advanced degree preferred;
- ▶ 10 years of related experience with 6 years in fundraising, in higher education or a major research environment;
- ▶ Experience as a collegiate athlete coach and/advancement work within athletics is preferred;
- ▶ Certification as a Fundraising Executive (CFRE) is desirable.

APPLICATION AND INTERVIEW PROCESS



We are excited to learn about your professional experience and career interests. ZRG provides best-in-class hiring processes, as matching the right talent to an organization's needs is critical to its success. Ideal candidates will possess the requisite skills, attributes, and qualifications, as well as a sincere interest in advancing the cause. To apply, please submit a cover letter and updated resume to a member of ZRG's recruitment team at dcharness@zrgpartners.com. In addition to a preliminary conversation and potential interview, ZRG may request writing samples and to contact professional references. ZRG Partners is a [PXT Select™](#) Authorized Partner which provides further understanding of candidate thinking styles, behavioral traits, and career interests.

WORKING AT UCR

The Senior Director of Development will be employed under a two-year renewable contract, and as an employee of the University of California system will enjoy a comprehensive and competitive array of benefit choices. These include medical, dental, vision, life insurance, long- and short-term disability, retirement, and a variety of programs that assist employees in successfully balancing personal and professional challenges. A full description of benefits can be found <http://hr.ucr.edu/benefits.html> and <http://ucnet.universityofcalifornia.edu/>.

UC Riverside is located on a 1,200-acre, park-like campus in Riverside, CA, which was ranked by Forbes in 2014 as one of “America’s Coolest Cities”; the highest ranking of any southern California city, including Los Angeles. The ranking was based in part on its entertainment, recreation and dining options, as well as its youthful, ethnically diverse population. Riverside offers an excellent quality of life with affordable housing and high-quality schools. Located approximately 50 miles east of downtown Los Angeles, Riverside is within easy driving distance of dozens of major cultural and recreational sites, as well as desert, mountain and coastal destinations. More information on living and working at UCR and in the Riverside area can be found on various websites including <http://www.riversideca.gov/>.

University of California is an Equal Opportunity / Affirmative Action Employer with a strong institutional commitment to the achievement of excellence and diversity among its faculty and staff. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, protected veteran status, or any other characteristic protected by law.

ABOUT ZRG PARTNERS

ZRG Partners, LLC is a leading global executive search firm with offices throughout the Americas, Europe, and Asia Pacific. In addition to traditional best-practices, ZRG employs a data-driven approach to candidate assessment. For over 18 years, clients have trusted ZRG Partners to recruit top talent around the world based on our deep market knowledge coupled with a data- driven approach grounded in integrity.

ZRG’s UCR recruitment team includes Diane Charness, Managing Director and Global Practice Leader, Nonprofit and Education Sector, and Sheri Madison- Kwarteng, Client Partner.



DIANE CHARNESS
Global Practice Leader and Managing Director,
Nonprofit and Education Sector
dcharness@zrgpartners.com
+1-202-350-4666

Diane Charness is known for her strategic insight and belief in the importance of leadership to guide and transform the clients she serves. With over 30 years of professional experience and more than 2,600 successful executive recruitments, Diane is considered a national expert in the executive search industry and has cultivated expertise and relationships in a number of industries including philanthropy, higher education, healthcare, nonprofits, membership and trade associations, arts, conservation, public-private partnerships, corporations and professional services firms. She has served hundreds of organizations and provides strategic advice as to organizational leadership needs.

Diane is the head of the Nonprofit and Education Sector Practice for ZRG Partners and is a national thought leader in the area of nonprofit talent acquisition and selection. At ZRG she works closely with clients on each assignment as an advisor and partner to ensure excellence in search execution and delivery. Diane holds a Bachelor of Science from Georgetown University’s Walsh School of Foreign Service, a Master’s of Business Administration from George Washington University, and a Certificate in Talent Management from the Kenan-Flagler School of Business, University of North Carolina, Chapel Hill.



SHERI MADISON-KWARTENG
Client Partner
smadison@zrgpartners.com
+1-646-912-8360

Sheri Madison-Kwarteng is a Client Partner at ZRG and is responsible for managing client relationships and executing senior level search assignments. With 10 years of experience in executive search, Sheri has worked across a variety of industries and functional areas. Her primary areas of expertise span the Not-for-Profit, Healthcare Services and Consumer Products sectors.

Sheri has successfully completed searches for major not-for-profits across the education, social services, arts and culture and health-care related verticals, placing top-tier talent in C-suite, fundraising and program management leadership roles.

Prior to joining ZRG Partners, Sheri served clients in the Not-for-Profit, Healthcare Services and Consumer Products sectors at executive search firms Heidrick & Struggles and Battalia Winston.

Sheri holds a B.A. in journalism from Howard University.



UCR IN THE NEWS

Please enjoy a few recent news releases and notations on many exciting developments at University of California, Riverside at <https://newsroom.ucr.edu/>!