



Assistant Vice President for Individual Giving
Santa Clara University
Santa Clara, California
scu.edu

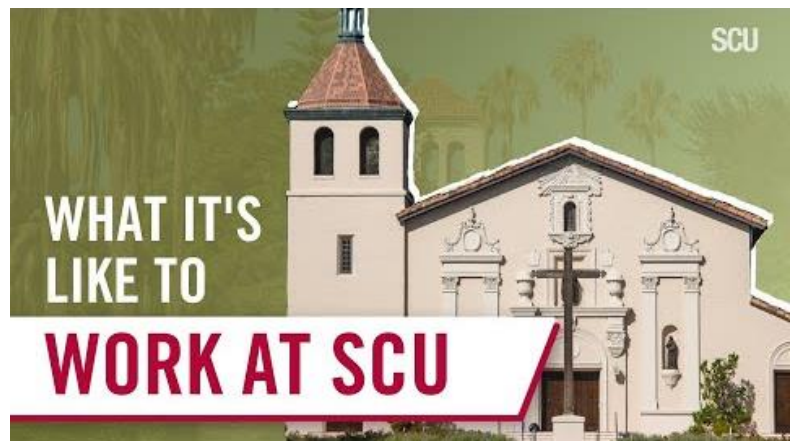
Santa Clara University has partnered with Lindauer, a global search and talent firm, to conduct this search. To apply, please submit your resume on the [Lindauer website](#).

Please contact the Lindauer team leading this search if you have questions or would like to make a nomination or a referral:

[Chandra Montgomery, Senior Consultant + Director, Equity and Inclusion Practice](#)
[Alexus Forte, Associate Consultant](#)

The Opportunity

Opening its doors in 1851, Santa Clara University (SCU) holds the distinction of being the oldest operating institution of higher learning in California. Inspired by the Jesuit philosophy of *magis*—the value of striving forever, higher levels of achievement for the common good—SCU today aspires to a far greater role in building a more humane, just, and sustainable world. Located in the heart of Silicon Valley, Santa Clara offers a rigorous and holistic education that embodies Jesuit values and reflects the region’s renowned culture of innovation.



Video | Hiring with Mission: Having a Positive Impact through Your Work and Career

SCU is seeking a dynamic and collaborative fundraising leader to join the Senior Management Team as Assistant Vice President for Individual Giving (AVP). The newly appointed AVP will play a key role in building a high-performing fundraising program during a transformative time for SCU. As the university celebrates the successful conclusion of its \$1 billion dollar campaign [Innovating With A Mission](#) and sets its sights on the next milestone moment, there’s never been a more exciting time to join University Relations at Santa Clara!

Reporting to the Senior Associate Vice President for Principal Gifts and Development, the AVP will drive robust individual giving strategies and manage five direct reports responsible for major giving, parent giving, and academic partnerships. The ideal candidate will bring a record of solid and progressive frontline fundraising experience and a demonstrated ability to develop and execute strategy in a higher ed environment. The successful candidate will also be a skilled people manager with an ability to thoughtfully lead and inspire.



Forward-thinking leaders who value community, transparency, collaboration, and high performance will thrive at SCU. Adaptable and flexible, the AVP should possess superlative communication and relationship-building skills in addition to a positive attitude and sense of humor.

Santa Clara University

[Santa Clara University](#) is a comprehensive Jesuit Catholic university located in California's Silicon Valley, offering its 8,800 students rigorous undergraduate curricula in arts and sciences, business, and engineering, plus Master's, Ph.D., and law degrees.



SCU is consistently recognized as one of the top universities in the nation, including being ranked among the top 10% and top 15% of universities (respectively) by [Forbes](#) and [U.S. News and World Report](#). Distinguished by its high student-retention rate, Santa Clara University is California's oldest operating institution of higher education. The University is focused on creating an academic community that educates citizens and leaders who will build a more just, humane, and sustainable world.



University Relations builds Santa Clara University's excellence and character by strengthening relations with alumni, parents, and friends of the University; raising public awareness; and increasing private philanthropy. The Development division has been recognized with the [CASE Educational Fundraising Award](#), an honor given each year to superior fundraising programs at educational institutions across the country.

SCU Mission

The University pursues its vision by creating an academic community that educates the whole person within the Jesuit, Catholic tradition, making student learning our central focus, continuously improving our curriculum and co-curriculum, strengthening our scholarship and creative work, and serving the communities of which we are a part in Silicon Valley and around the world.

SCU is committed to leaving the world a better place. SCU [pursues new technology](#), [encourages creativity](#), [engages with its communities](#), and shares an [entrepreneurial mindset](#). Its goal is to help shape the next generation of leaders and global thinkers.

Santa Clara's [undergraduate](#) and [graduate programs](#) span areas ranging from psychology to sustainable-energy engineering and from theatre arts to business analytics.

Learn more at scu.edu/aboutscu/at-a-glance/.





Assistant Vice President for Individual Giving

As a key part of the overall effort to enhance the resources, reputation, and relationships of Santa Clara University, the Assistant Vice President for Individual Gifts (AVP) has a key leadership role in building a high-performing frontline fundraising program during this transformative time for the University. Following the commitment of Santa Clara University's Board of Trustees to adopt an ambitious and far-reaching strategic plan and related comprehensive campaign, the University seeks to attract a talented, inspirational development leader to participate in completing our coming \$1B+ campaign and build the foundation for future comprehensive campaigns.

Reporting to the Senior Associate Vice President for Development (SAVP), the AVP will oversee direct management of the first-line managers who lead fundraisers in the three Individual Giving teams:

- Two (2) Senior Directors of Development who oversee Major Gift Officers, responsible for managing relationships and securing philanthropic gifts from prospective donors capable of making gifts of \$100,000-\$1,999,999.
- A Director of Parent Giving who leads Parent Giving Officers, responsible for managing relationships and securing philanthropic gifts from current parents capable of making gifts of \$100,000 to \$1,999,999.
- Executive Director, Academic Partnerships who is liaison to the SCU Deans and Center Directors and leads Leadership Gift Officers, responsible for managing relationships and securing philanthropic gifts from prospective donors capable of making gifts of \$10,000 to \$99,999.
- An Operations Manager who is responsible for administrative and budgeting responsibilities in support of the Individual Giving teams.

The AVP collaborates with the SAVP to develop strategic direction and oversight for the Individual Giving programs and carries an annual goal of ~\$15,000,000. This leadership role works closely with senior university administrators and with schools/colleges and the three centers of distinction to meet the goals of the strategic plan and current campaign goals by identifying funding opportunities and developing prospect-to-donor strategies in a centralized development program environment.

Essential Duties and Responsibilities

- Establish and oversee annual and long-term objectives for the Major Gifts, Parent Giving and Leadership Giving teams, executing these plans to meet financial goals and University priorities.
- Manage four first-line managers who oversee the teams within Individual Giving, and an Operations Manager.
- Provide leadership for the Individual Giving team of Major Gift Officers, Parent Giving Officers and Leadership Giving Officers, integrating their efforts across campus and directing their activities and strategies to secure gifts in the \$10,000 to \$1,999,999 range in support of the University's strategic priorities.
- Personally develop, lead, and manage the advancement strategy, including identification, cultivation, solicitation and stewardship of a portfolio of 25-50 key major gift donors and prospects.
- Effectively work with the SAVP to actively contribute to strategic planning, decision-making, and goal setting for the Individual Giving teams to further University Relations strategic priorities.

- Be a leading contributor with the SAVP to identify, recruit, develop, train, supervise, and evaluate fundraisers and administrative staff including performance reviews and professional development.

Specific Responsibilities

- Regularly reports to the SAVP on forecasts and personal fundraising performance from the Individual Giving teams.
- Personally manages a portfolio of no more than 25 prospects, developing and implementing plans for the cultivation and solicitation of prospects in support of the goals of the campaign.
- Meets an annual fundraising goal to be determined with and approved by the SAVP, typically \$500,000 to \$1,000,000.
- Leads their group of fundraiser direct reports, and coaches and mentors' fundraisers in the development of individual strategies in support of University priorities for donors. Ensures that active and effective strategies are in place for all assigned prospects including timely and accurate use of the CRM fundraising database.
- Meets regularly with their direct reports to review and oversee campaign related fundraising performance and to oversee and advise on fundraising strategies.
- Meets with Deans and Executive Directors as needed.
- Partners with the SAVP and Senior Director, Prospect Management and Analytics to identify and approve prospects for assignment, oversee the development and effectiveness of fundraisers' portfolios.
- Oversees the unit's annual budget, monitoring spending and advocating for additional resources as needed.
- Special projects and other duties as assigned.

Qualifications

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The items below are representative of the knowledge, skills, abilities, education, and experience required or preferred.

This position requires the ability to effectively establish and maintain cooperative working relationships within a diverse multicultural environment.

Knowledge

- Knowledge of higher education advancement.
- Demonstrated understanding of sophisticated fundraising programs, with an emphasis on personal solicitations.
- Knowledge of scholarship and financial aid programs.
- Experience in budget development, implementation, and tracking.
- Understanding and appreciation of the mission of Santa Clara University and the vision and values of a Jesuit Catholic educational institution.

Skills

- Must be a goal oriented and self-motivated individual who can demonstrate accountability, initiative, creativity, and focus in a rapidly changing and intellectually stimulating environment.
- Demonstrate strong interpersonal skills and the ability to collaborate, build alliances, and achieve results within a population that may possess competing interests, opinions, and/or expectations.
- Demonstrate strong active listening skills and ability to negotiate positive outcomes.
- Positive attitude, sense of humor, and flexibility.
- Proficiency in using fundraising database (or similar).
- Required to have a valid driver's license and personal transportation vehicle available for frequent travel to business meetings (mileage is reimbursed under federal guidelines).

Education and Experience

- Bachelor's degree required.
- Advanced degree preferred.
- 15+ years of related professional experience which includes 8-10 years of direct development and fundraising experience preferably in a higher education environment.
- Progressively responsible fundraising experience with extensive experience in major gifts.
- Minimum 3-5 years managing a professional fundraising staff, volunteers, and volunteer programs including a focus on and commitment to the importance of metrics to enhance fundraising performance through accountability.

Physical Demands

The physical demands described below are representative of those that must be met by an employee to successfully perform the essential functions of this job. In accordance with the Americans with Disabilities Act, as amended, the California Fair Employment & Housing Act, and all other applicable laws, SCU provides reasonable accommodations for qualified persons with disabilities. A qualified individual is a person who meets skill, experience, education, or other requirements of the position, and who can perform the essential functions of the position with or without reasonable accommodation.

- Considerable time is spent at a desk using a computer and phone.
- Required to frequently travel to outside constituent meetings.
- Required to travel to other buildings on the campus.
- Driving related to meetings with external constituents.
- Meeting with external constituents at off-campus locations including other offices, restaurants, other private and public venues.

Work Environment

The work environment characteristics described below are representative of those an employee encounters while performing the essential functions of this job.

- Typical office environment.
- Mostly indoor office environment with windows.
- Offices with equipment noise.
- Offices with frequent interruptions.

The salary range for this position is \$164,200–\$229,900 commensurate with experience. This is a hybrid role with the expectation of three days in-office, two days remote.

SCU 2024 benefits information can be found here: <https://www.scu.edu/hr/staff/benefits/>

Equal Opportunity/Notice of Nondiscrimination

Santa Clara University is an equal opportunity/equal access/affirmative action employer fully committed to achieving a diverse workforce and complies with all Federal and California State laws, regulations, and executive orders regarding non-discrimination and affirmative action. Applications from members of historically underrepresented groups are especially encouraged. For a complete copy of Santa Clara University's equal opportunity and nondiscrimination policies, see <https://www.scu.edu/title-ix/policies-reports/>

Title IX of the Education Amendments of 1972

Santa Clara University does not discriminate in its employment practices or in its educational programs or activities on the basis of sex/gender and prohibits retaliation against any person opposing discrimination or participating in any discrimination investigation or complaint process internally or externally. The Interim Title IX Coordinator and Section 504 and ADA Coordinator is Brandi Williams, Director of Equal Opportunity and Title IX, 408-551-3043, bwilliams2@scu.edu, www.scu.edu/title-ix. Inquiries can also be made to the Assistant Secretary of Education within the Office for Civil Rights (OCR).

Clery Notice of Availability

Santa Clara University annually collects information about campus crimes and other reportable incidents in accordance with the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. To view the Santa Clara University report, please go to the Campus Safety Services [website](#). To request a paper copy please call Campus Safety at (408) 554-4441. The report includes the type of crime, venue, and number of occurrences.

Americans with Disabilities Act

Santa Clara University affirms its' commitment to employ qualified individuals with disabilities within the workplace and to comply with the Americans with Disability Act. All applicants desiring an accommodation should contact the [Department of Human Resources](#), and 408-554-5750 and request to speak to Indu Ahluwalia by phone at 408-554-5750 or by email at iahlwalia@scu.edu.

Leadership



Julie Sullivan
President

[Julie Sullivan](#) is the 30th President of Santa Clara University. She is both the first layperson and first woman president in the University's 171-year history. Located in the heart of Silicon Valley, Santa Clara University blends high-tech innovation with a social consciousness grounded in the Jesuit, Catholic tradition of educating the whole person.

A visionary academic leader, President Sullivan is a passionate champion for the tenets of Catholic social teaching, including creating opportunities and economic inclusion through education, dismantling racism and building belonging, and promoting environmental sustainability.

Prior to joining Santa Clara, President Sullivan served as President of the University of St. Thomas in Minnesota for nine years (2013–2022) where she was highly regarded for her leadership in creating innovative academic programs, supporting student well-being and success, and increasing the visibility and reputation of the university. While at St. Thomas, President Sullivan launched the Dougherty Family College as a pathway toward a Bachelor's degree for underserved students, raised more than \$100 million in new scholarships, and completed the university's transition from Division III to Division I athletics. She also established a new School of Nursing and the Morrison Family College of Health, which prioritizes culturally responsive health practices and sustainable approaches in the field.

President Sullivan's higher education experience includes serving as the Executive Vice President and Provost at the University of San Diego (2005–2013) and as a professor of business and accounting at the University of California-San Diego (2003–2005) and the University of North Carolina at Chapel Hill (1987–2003).

In addition to extensive nonprofit board work, President Sullivan has 19 cumulative years of public company board service and 15 years of private company board service, spanning a number of industries. She most recently served on the boards of Loyola University Chicago, Catholic Charities of Saint Paul and Minneapolis, and the Association of Catholic Colleges and Universities, among others.

A native of Florida, President Sullivan is a first-generation college graduate with three degrees from the University of Florida — a Bachelor's degree in accounting, a Master's degree in taxation, and a Ph.D. in business. She is an avid sports fan and dog lover and enjoys exercise, any water activity, traveling with her husband, and family time with children and grandchildren.



James Lyons
Vice President for University Relations

James Lyons leads the departments of Development, Corporate and Foundation Relations; Alumni Relations, and Event Planning as Vice President for University Relations. Under his direction, Santa Clara University raised more than \$1 billion in its comprehensive fundraising campaign, “*Innovating with a Mission*,” in January 2024. Lyons brings 37 years of experience in higher education, received a bachelor’s degree in political science and public administration, and a master’s degree in public administration from Seattle

University. He attended the Harvard Institutes for Higher Education.



Nancy Trish Calderon
Senior Associate Vice President for Principal Gifts and Development

Nancy Trish Calderon’s experience includes 20 years at Santa Clara University leading the development organization, creating a principal gifts team; eight years in operations and investor relations with Silicon Valley venture fund, Redleaf Ventures; and more than 15 years in high-tech sales and sales management with IBM, Teradata, and multiple software start-ups. Calderon currently leads all advancement activities at Santa Clara including principal gifts, corporate foundation relations, major giving, gift planning, parent giving, and the

annual fund. Additionally, she carries a leadership portfolio of the University’s top donors and prospective donors. Calderon earned a B.A. in communications and public relations from Coe College.

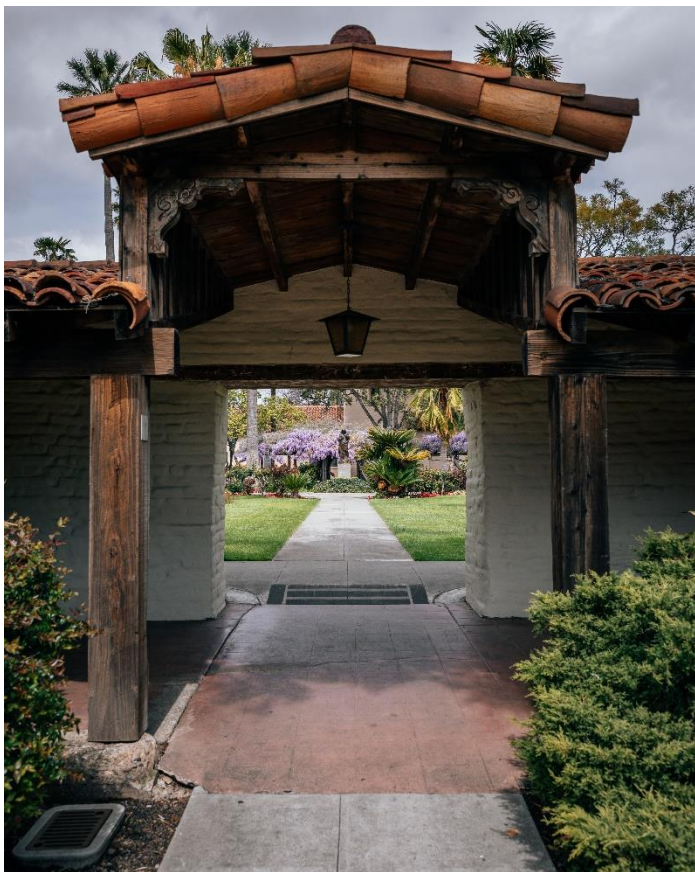
Santa Clara, California and the Silicon Valley

Silicon Valley, the area that runs south of San Francisco through the city of San Jose, is known globally as a place where ideas are born. Many of the most significant scientific and technological advances of our age have come from this region—in computing, of course, but also in a broad range of fields from medicine to law.

The companies Santa Clara University counts as its neighbors are also among the top employers of SCU graduates. SCU [alums](#) work for big names like Google, Facebook, Apple, and NASA as well as their own start-ups.

Of course, there’s more to Silicon Valley—and Santa Clara—than technology. This region is home to more than 2 million residents with a wide and diverse variety of cultures, backgrounds, interests, and needs.

SCU’s many [community initiatives](#) welcome its neighbors to campus and encourage its students to venture out and become involved in meaningful ways.



Procedure for Candidacy

Lindauer, a global search and talent firm, has been retained to conduct this search on behalf of Santa Clara University. Consideration of candidates will continue until the position is filled.

If you are interested in applying for this position, please submit a resume through the [Lindauer website](#).

If you have any questions or would like to nominate someone for this position, please contact the Lindauer team leading the search: [Chandra Montgomery, Senior Consultant + Director, Equity and Inclusion Practice](#) and [Alexus Forte, Associate Consultant](#).

Prior to submitting your resume for this position, please read it over for accuracy. Lindauer does verify academic credentials for its candidates, and our clients frequently conduct background checks prior to finalizing an offer.