



EXECUTIVE DIRECTOR OF DEVELOPMENT, MAJOR GIFTS
LUCILE PACKARD FOUNDATION FOR CHILDREN'S HEALTH
LOCATION — HYBRID (SAN FRANCISCO BAY AREA)



Children's Health

Aspen Leadership Group is proud to partner with the Lucile Packard Foundation for Children's Health in the search for an Executive Director of Development, Major Gifts.

For this senior role, the team is seeking an experienced Executive Director of Major Gifts to identify, cultivate, and solicit individuals, families, and family foundations with the philanthropic capacity to make gifts of \$100,000 to \$5M+ to the child and maternal health programs of Stanford Medicine Children's Health. The Executive Director will serve as the second in charge of the major gifts team, managing three or more experienced campaign fundraisers and partnering with faculty and hospital leaders to identify fundraising opportunities in the areas of cancer, heart, and mothers and babies.

The Lucile Packard Foundation for Children's Health, in partnership with Stanford Medicine and Lucile Packard Children's Hospital, unlocks philanthropy to transform health for children and families in Northern California—and around the world.

The Lucile Packard Foundation for Children's Health is the sole fundraising entity for Lucile Packard Children's Hospital Stanford and the child health programs at Stanford University School of Medicine. The Foundation is named for Lucile Salter Packard, who committed her life to the well-being of children. Lucile, along with her husband David (co-founder of Hewlett-Packard), were leaders in the development of Lucile Packard Children's Hospital Stanford, which opened in 1991. In 1996 the Hospital merged with Stanford University Medical Center, and the Foundation was established as an independent public charity to ensure a source of dedicated funding and support for the health of children. Governed by a Board of Directors, all philanthropic dollars raised by the Foundation are directed to Packard Children's Hospital and the Stanford University School of Medicine.

REPORTING RELATIONSHIPS

The Executive Director of Development, Major Gifts will report to the Vice President, Major Gifts, Jennifer Stameson. The Executive Director will join a 15-member Major Gifts team and supervise three Directors of Development.

FROM THE VICE PRESIDENT, MAJOR GIFTS

The Major Gifts team at Lucile Packard Foundation for Children's Health drives philanthropy for the highest priorities of Lucile Packard Children's Hospital Stanford and the maternal and child health programs of Stanford School of Medicine. It is the largest individual giving team at the Foundation, highly valued by senior leadership as a core component for future revenue growth.

This is an especially exciting time to be part of the growth and development of the major gifts team as we launch the search for this newly created position to drive and elevate major gift fundraising in our three campaign focus areas of cancer, heart, and mothers and babies. The compelling throughlines for our campaign funding initiatives include Big Science and Innovation, Health Equity, and Supporting the Whole Child. While this is a builder's role, the work will be done in partnership with hospital leadership, prominent Foundation board members, and task force committees, who are all deeply engaged in prospect identification and cultivation.

As a team, our Foundation revenue divisions work collaboratively and cohesively to inspire passion gifts that support physicians and researchers to launch new clinical trials, serve new populations of patients, design capital improvements to patient care facilities, and lead groundbreaking basic science research initiatives found only at Stanford.

We seek a wise, warm, and tenacious fundraiser player-coach who will embrace and uphold our cultural touchstones and feel inspired by our dynamic, strategic, and results-driven environment. This is a chance to participate in a workplace culture that values and nurtures the positive contributions of all its members and is committed to work/life balance as well as the professional development of each individual to their fullest potential.

What I have found at LPFCH is a compassionate board, engaged clinical partners, and talented staff all dedicated to the same purpose—to improve health outcomes for children. Whether walking around the Stanford campus, the art filled halls of our children's hospital, or the technology fueled communities of Silicon Valley, the culture of changemakers is palpable and a core driver in philanthropy. I feel immense gratitude to be part of this incredible institution with its unwavering commitment to redefining whole-family care and cures for moms and kids.

—Jennifer Stameson, Vice President, Major Gifts

LUCILE PACKARD FOUNDATION FOR CHILDREN'S HEALTH'S COMMITMENT TO DIVERSITY, EQUITY, INCLUSION, AND BELONGING

The Foundation embraces all individuals and celebrates the unique differences each individual brings to the team and community. Its approach to fostering diversity, equity, inclusion, and belonging is rooted in its cultural touchstones and inherent in its work to encourage every employee to bring their best, most authentic self to work and to provide each of them the opportunity to achieve their full potential. The Foundation envisions a world where race, gender, resources, and other factors do not serve as barriers to attaining optimal health. It recognizes that this vision requires the commitment and actions of everyone.

To support this goal, the Foundation pledges to:

- Conduct itself in a manner that garners trust and respect from others.
- Foster a welcoming and supportive environment for team members and the community.
- Acknowledge and appreciate the dignity, expertise, experiences, and contributions of each other.
- Approach others with an open mind, compassionate heart, actively listening to their perspectives.
- Foster effective teamwork and encourage collaboration amongst the team and constituents.

PRIMARY RESPONSIBILITIES

Major Gifts Revenue Leadership

The Executive Director of Development, Major Gifts will

- strategically cultivate donor relationships to inspire philanthropy and close gifts from a portfolio of prospects who have capacity of \$1M+;
- discover and build a portfolio of high-capacity individuals, including grateful patient families, with the potential to make major investments;
- guide and advise on donor strategies for the frontline fundraising team in campaign areas;
- actively collaborate with colleagues and leadership across the Foundation to develop effective and coordinated strategies for each donor;
- ensure each gift is well-stewarded to inspire future philanthropy; and
- over time, be a key contributor of revenue on the Major Gifts team.

Content Expertise and Program Building

The Executive Director of Development, Major Gifts will

- develop compelling gift opportunities and complex proposals in partnership with faculty and senior leaders;
- ensure each proposal in the campaign areas is appropriately scoped, vetted, well-crafted, and meets the priorities of both donors and the organization; and
- maintain a current body of knowledge about the Foundation's development priorities and key content areas.

Organizational Leadership and Engagement Strategy

The Executive Director of Development, Major Gifts will

- engage volunteer committees and hospital and Foundation board members, as appropriate, so that they can support the team's qualification, cultivation, and solicitation efforts;
- serve as the second in charge of the major gifts team, managing three or more field officers working in campaign areas, and coaching them to success in donor and faculty relationships and activating effective donor strategies; and
- lead team and foundation wide projects based on team needs.

LEADERSHIP

Jennifer Stameson

Vice President, Major Gifts

Jennifer Stameson joined the Lucile Packard Foundation for Children's Health in December 2023, bringing more than 25 years of fundraising experience at complex research universities and world-class health care systems. As part of the Foundation's leadership team, she oversees a robust and growing team of development professionals focused on raising major gifts to support the highest priorities of Lucile Packard Children's Hospital Stanford and maternal and pediatric programs at the Stanford School of Medicine. Her career includes senior leadership roles at Hoag Hospital Foundation; University of California, Irvine; and Children's Hospital of Orange County. She has a proven track record of success in multibillion-dollar campaigns, principal gifts, major gifts, and volunteer boards, as well as leading top-producing collaborative development teams. Stameson earned a bachelor's degree in economics from UC Irvine and an MBA in marketing and nonprofit management from Pepperdine University.

Sarah Collins**Senior Vice President, Principal and Major Gifts**

An expert in health care philanthropy, Sarah Collins is responsible for overseeing the Principal and Major Gifts teams at the Foundation as well as engaging directly with donors and faculty on gifts of exceptional impact. She has worked at the Foundation since 2000, developing her career with the growth of Lucile Packard Children's Hospital Stanford and the pediatric and obstetric programs of Stanford School of Medicine and is passionate about the power of philanthropy in advancing child and maternal health and innovative science. She is extremely knowledgeable about the terrain of Stanford Medicine and the interests of large donors. Prior to her current role leading Principal and Major Gifts, she launched and led the Foundation's first dedicated Principal Gifts team for four and a half years, spent eleven years on the Major Gifts team and led the Annual Giving department. She earned a bachelor's degree in human biology from Stanford University.

Cynthia Brandt, Ph.D.**Chief Executive Officer and President**

Cynthia Brandt was thrilled to join the Lucile Packard Foundation for Children's Health as President and CEO in 2018. Now she is on a mission—with the outstanding team at the Foundation—to unlock philanthropy to improve health for all kids and moms, in Silicon Valley and around the world. During 20+ years in fundraising and communications, Dr. Brandt has contributed to important missions and great teams as Campaign Director for the Smithsonian Institution, Vice President for Advancement at Mills College, and Associate Dean for External Relations at Stanford University's School of Humanities & Sciences. She is grateful and motivated to give back because others' generosity allowed her to pursue a Ph.D. and M.A. in sociology at Stanford and a B.A. in English and fine arts at Vanderbilt.

EDUCATION AND EXPERIENCE

The Lucile Packard Foundation for Children's Health seeks an Executive Director of Development, Major Gifts with

- a bachelor's degree and at least 10 years of experience successfully closing major gifts with progressively responsible fundraising and leadership responsibilities;
- proven success with academic medicine and/or hospital fundraising and comfort with negotiating complex gifts;
- a demonstrated ability to guide, lead, and coach seasoned fundraisers to achieve and surpass goals;
- a demonstrated ability to craft proposals in a complex environment with multiple stakeholders; and
- deep experience and sophistication working on gifts that resulted in the creation of new programs and business plans including the required collaboration with institutional partners to deliver results on philanthropic investment.

Competencies the Executive Director of Development, Major Gifts must possess:

- **Leadership:** Strong and confident communication style, self-motivation, with the proven ability to lead effective change management and achieve results with diverse populations.
- **Collaborative:** Personal and interpersonal skills with the proven ability to collaborate, motivate, engage, and work closely with senior leaders and internal and external stakeholders.
- **Adaptability and flexibility:** Demonstrated openness and receptiveness to new ideas. Possess a high tolerance for ambiguity and shifting priorities in a complex and matrixed work environment.

- Sound judgment: Proven ability to make independent decisions, problem solve and operate diplomatically while balancing and meeting multiple organizational needs.
- Strong organizational skills and a systems-oriented mindset: Proven ability to meet deadlines, manage multiple priorities, maintain attention to detail, and function effectively in a complex, fast-paced environment.
- Mission First Mindset: A commitment to the mission of the Lucile Packard Foundation for Children's Health—to elevate the priority of children's health and increase the quality and accessibility of children's health care through leadership and direct investment.

SALARY AND BENEFITS

The salary range for this position is \$225,000 to \$250,000 annually. The Lucile Packard Foundation for Children's Health offers an excellent employee [benefits package](#).

LOCATION

The Lucile Packard Foundation for Children's Health is in Palo Alto, California. The Executive Director of Development, Major Gifts is eligible for hybrid work, meaning working in the office or in person when needed and on an average of eight days a month. The Executive Director of Development, Major Gifts should reside in one of the following ten Bay Area counties: Santa Clara County, San Mateo County, San Francisco County, Alameda County, Contra Costa County, Marin County, Napa County, Sonoma County, Solano County, or Santa Cruz County. The Executive Director must be able to work occasional evenings or weekends and travel as necessary for donor meetings.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of the Lucile Packard Foundation for Children's Health.*** The Foundation encourages applications from candidates that reflect the diversity of the community it serves. Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit: [Executive Director of Development, Major Gifts, Lucile Packard Foundation for Children's Health](#).

To nominate a candidate, please contact Steven Wallace, stevenwallace@aspenleadershipgroup.com.

All inquiries will be held in confidence.