



**Director of Philanthropy
Portland, OR**

Who We Are:

JoyRx, the mission delivery of Children's Cancer Association, is the only organization of its kind. Established in 1995, JoyRx has the simple goal of delivering Joy to seriously ill children and teens when they need more than medicine. We combine energy, commitment, and vision to transform the standard of care for seriously ill children with Joy every day. We have pioneered innovative, award-winning pediatric programs of music, friendship, and nature.

JoyRx is passionate about diversity, equity, and inclusion and we believe that a diverse staff of highly skilled and creative individuals is necessary to achieve the vision and mission of the organization. We strive to create a work environment that reflects the communities we serve where everyone feels empowered to bring their whole, authentic selves to work, fully as they identify. We welcome and encourage applications from candidates who can contribute to the diversity of our workforce across a range of dimensions.

Who you are:

You are excited about leveraging JoyRx's strong brand, powerful mission and influential board leaders to meet JoyRx's ambitious revenue goals. You bring courage, passion and drive for excellence in everything you do. You will build and lead a frontline fundraising team, thrive in a results-oriented, fast-paced environment, and have proven experience growing major gifts and annual revenue for mid to large sized non-profits.

This leadership position is responsible for growing the major and annual giving programs at JoyRx. To successfully meet and exceed major giving goals, the Director of Philanthropy will leverage their own fundraising expertise while effectively managing a team focused on fundraising, stewardship and cultivation.

This position reports to the Senior Vice President of Revenue & Development.

Core Responsibilities:

Leadership & Revenue Strategy:

- Lead major gifts program including strategies to qualify, cultivate, solicit, upgrade, steward, and recognize major donors. Develop and implement multi-year, comprehensive engagement strategies for highest-level donors.
- Manage and promote proper use of a CRM management system to ensure prospect pipelines are refreshed, pursued, and fully engaged. Direct use of analytics and reports to provide a disciplined approach toward goal achievement and projections.



- Lead Foundations Manager by providing leadership, direction and goal setting to drive the success of team performance in major gifts, annual appeals, donor relations and planned giving categories.

Fundraising & Donor Engagement

- Manages a portfolio of major and planned gift prospects
- Annually responsible for securing gifts ranging from \$10K to \$100K+. This position will manage a yearly portfolio donor prospects and be responsible for personal revenue goals and ensuring team fundraising success.
- Work directly with SVP of Revenue & Development to manage their portfolios, and the engagement of key board leaders and annual major donors.
- Collaborate with key campaign volunteers and board members in the solicitation process of both major gifts and corporate partnerships.
- Ensure that donors experience high quality interactions that foster long-term engagement and investment in JoyRx's mission.
- Oversee the donor relations plan that ensures all major, corporate and planned giving donors receive appropriate, consistent recognition, stewardship and an accounting of the impact that their gift.
- Produce monthly reports for SVP of Revenue & Development that monitor, track and utilize donor metrics to aid in departmental strategy, track performance and monitor donor satisfaction.
- Create customized major gift proposals including creative concepts, corporate partner activation, employee and volunteer engagement, and budget requirements.

Ideal Candidate Qualifications:

Any skills gained through education, work experience (including the military) or life experience that are relevant for this position. Be sure to describe any transferable skills in your application and clearly explain how they apply to this position. JoyRx will consider work, volunteer, academic, and life experience as we evaluate candidates for the skills needed to be successful in this position.

- Excellent communication skills, both written and verbal; executive presentation skills; ability to influence and engage a wide range of donors and build long-term relationships
- Maintain technical expertise in tax, investment, and legal aspects of charitable giving and articulate this expertise clearly and effectively in discussions with prospective donors, their counsel, colleagues, and volunteers.
- Analyze problems, identify alternative solutions, project consequences of proposed actions, and implement approved recommendations
- Dynamic leadership skills to motivate and educate team members
- Strong listening skills and demonstrated ability to develop and maintain effective relationships with a variety of stakeholders
- Excellent interpersonal skills, including the ability to interact with C-level contacts
- Maintain a high level of integrity and consistent ethical judgment in all working relationships and related duties
- Outstanding planning, organizational, and analytical skills
- Sound judgment in problem-solving and decision-making techniques



- Demonstrated experience with leading teams to meet financial goals
- Able to balance competing priorities, complex situations and tight deadlines
- Fluency in cultural constructions, awareness of social inequality, and demonstrated knowledge of the history of racism, inequality and their impact on communities of color.

Core Competencies:

- *Visioning* – Effective performers are imaginative. They can create a vision of a preferred future for their team. They communicate it clearly and enthusiastically in such a way that others are attracted to it. They can bring the vision to life for team members.
- *Inspirational Influence* – Effective performers inspire excitement and momentum for change. They create a sense of direction and purpose to strive towards a compelling vision of the future by embracing and embodying core values. They influence others to translate vision into action.
- *Strategic Thinking* – Effective performers act with the future in mind. They plan for and make decisions within the framework of the enterprise's strategic intent. They know and understand the factors influencing strategy and they consider future impact when weighing decisions.
- *Revenue Generation* – Effective performers are experienced with developing resources, partnerships and philanthropy. They can assess, implement and evolve new business opportunities. They establish and monitor appropriate revenue metrics. They interpret and use financial and donor data to make informed business decisions.
- *Coaching and Counseling* – Effective performers see themselves as coaches and mentors and actively develop their team. They effectively instruct employees at all performance levels and enjoy helping team members grow. They set goals for their people, communicate them clearly and specially, and use objective means to monitor progress towards those goals. They offer clear, direct, and timely feedback, and provide training, direction and support. They are able to successfully redirect performance that falls short of expectations.

Education & Experience:

- Bachelor's degree, 7-10 years of progressive experience in development, fundraising, philanthropy for a mid to large size organization
- Experience supervising direct reports and/or teams
- Rich development background, with progressive and successful experience in major gifts portfolio management and closing major gifts, resulting in a proven track record of meeting revenue goals.
- Demonstrated success in relationship-building processes, including strategy, approach, execution, delivery, and collaboration.
- Familiarity with CRM databases and Microsoft Office suite
- Knowledge of Raiser's Edge, preferred

Work Environment:

At JoyRx we are committed to a work environment where each person feels a sense of belonging and they are recognized, appreciated, and valued.



This position is based in the JoyRx Portland, OR, office. JoyRx offers a hybrid office environment, with both onsite (professional open office environment) days and the ability to work remotely up to two days/week (Mondays & Fridays).

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job, with or without a reasonable accommodation. Due to the nature of JoyRx's work with immunocompromised children, it is our responsibility to take every precaution possible to protect the health and safety of the children and families we serve. All JoyRx employees, regardless of work location, are required to receive COVID-19 vaccinations as recommended by the CDC, unless a reasonable accommodation is approved.

This position requires frequent operation of a computer and other office equipment, such as a calculator, copy machine, and computer printer. This position requires the ability to perform basic math and speak, hear, write, and read English. This is largely a sedentary role; however, some occasional lifting is required (up to 20 lbs).

Travel:

This position requires occasional travel in the Portland Metro area.

Compensation & Benefits:

JoyRx is a growth organization that looks for team members to grow with it. JoyRx offers a generous total rewards package, a casual work environment, and an inclusive culture.

This position offers a competitive benefits package and a salary range starting at \$95,000. Final offer amounts and levels are determined by multiple factors, including your experience, and may vary from the amounts listed above.

Generous benefits include:

- Heavily subsidized medical, vision, dental, and alternative care benefits
- Generous PTO package, paid wellness days, and nine (plus two floating) paid holidays
- Voluntary short- and long-term disability
- Flexible spending plan
- 401(k) with 3.5 percent JoyRx match
- Paid four-week sabbatical to pursue creative talents after eight years of service
- Professional development annual benefit
- Subsidized on-site parking or public transportation reimbursement.

Position Type/Expected Hours of Work:

This is a full-time (40 hours/week) exempt position. Some flexibility in hours is allowed; days and hours of work are generally Monday through Thursday, 8:00 am – 5:30 pm, and Friday 8:00 am – 12:00 pm, with the option to be remote Mondays and Fridays. This position requires occasional evening hours and weekend work.

General Information:



This job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. The above statements are intended to describe the general nature and level of work being performed by individuals assigned to this position. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required for the position. Job duties may change at any time, with or without notice.

Application Guidelines:

Complete the [application](#) through our application portal and answer the following two questions in your cover letter:

1. Tell us how your previous work history has prepared you for this role.
2. Tell us if the compensation and benefits information listed above meet your needs.

To learn more about JoyRx, the mission delivery of Children's Cancer Association, visit JoyRx.org.

Watch Founder and Chief Joy Officer Regina Ellis' TEDx Talk on the [Joy Effect](#)

JoyRx Maxims:

We believe kids deserve long, wonderful lives.

Or, at the very least, short, wonderful lives. **We believe cancer sucks.** We've had it, or loved someone who did. **We prescribe moments of joy for kids who are in the fight against all serious illness.** We create lasting memories for the loved ones who stand beside them. **We believe joy grows exponentially when it's used collectively.** We are surrounded by a league of extraordinary heroes who perform amazing feats of compassion, generosity, and love every day. **We are music medicine pioneers.** We believe in purple. **We know joy comes in all colors, shapes, and sizes – just like the kids who need our help.** We love to laugh. **We are not afraid to cry.** We spend every dollar wisely. **We give hugs freely.** We believe in today. **We respect our history as a grassroots organization.** We embrace our destiny as a global source of [JoyRx](#). **We believe these things matter.**