



## **Associate Director, Individual & Corporate Philanthropy** New York, NY

Recognized as the world's leading independent, non-partisan source of information, analysis, and policy advice on the prevention and resolution of deadly conflict, International Crisis Group (Crisis Group) seeks an experienced, enterprising, and culturally astute development professional to serve as Associate Director, Individual & Corporate Philanthropy. In this newly envisioned role, the Associate Director will build upon and expand Crisis Group's philanthropic capacity by identifying and cultivating major gifts using smart donor strategies that reach into new geographies and institutional funders; converting relationships with those who have expressed deep interest in Crisis Group's work into long-term financial support; and inspiring existing donors to higher levels of giving.

Headquartered in Brussels, with additional Advocacy Offices in New York, Washington, D.C., and London, Crisis Group is host to around 110 staff members worldwide. Crisis Group's expert analysts, based around the world, conduct in-depth, on-the-ground research from the Middle East and Asia to Latin America and Africa. The organization is currently monitoring 70 conflicts and potential conflict situations and is a prolific publisher of seminal reports and briefings as well as a monthly CrisisWatch bulletin. Using this rigorous and actionable reporting, Crisis Group's senior staff and Board of Trustees, who are highly experienced in government and international affairs, engage with decision-makers with the aim of influencing policy in pursuit of peace.

Crisis Group CEO Robert Malley recognizes the need to confront a terrible trend toward "new wars and atrocities, the erosion of multilateralism, escalating geopolitical rivalries and crises in a number of established democracies," and is leading Crisis Group to address this new landscape by becoming demonstrably effective in conflict resolution, more active and visible in global debates through stronger advocacy and strategic communications, and introducing cross-thematic emphasis on policy and discussion.

In 2020, Crisis Group will mark its 25<sup>th</sup> year of raising the alarm to prevent deadly conflict and building support for the good governance and inclusive politics that enable societies to flourish. While Crisis Group's work is urgently needed, it also knows that war is not inevitable; it is a man-made disaster that can be diffused by mobilizing political leaders to take action. Crisis Group is pointing a way forward, introducing more creative and flexible frameworks for stakeholder engagement. It's an opportune moment to activate the organization's current and prospective donors to propel this critical work.

Crisis Group's newly appointed Director of Individual & Corporate Philanthropy, Sherrie Streit Ager, brings fresh perspective to Crisis Group's development efforts and is helping to align the organization's



philanthropic activities with its strategic priorities and increase its capacity for future major fundraising initiatives. Serving as a thought partner to the Director and fostering strong partnerships with development colleagues in Crisis Group's Private Sector, Government Relations, and Foundation Relations teams located across New York, London and Brussels, the Associate Director (AD) will develop, co-design and implement strategies for securing financial support from a portfolio of individual and corporate donors with cross-cutting interests.

The AD will cultivate, solicit, and steward a portfolio of donors at the \$50,000+ giving level, as well as identify and qualify new donors to meet both individual and organizational fundraising goals with the objective of broadening philanthropic conversations and elevating their portfolio to reflect donors at the six- and seven-figure giving levels. There will be a focus on growing participation and membership in the organization's President's Council and International Advisory Council, consisting of global leaders from corporations and foundations as well as individuals who unwaveringly advocate for peace.

In addition to being exceptional at aligning donor interest to advance Crisis Group's strategic priorities, the AD must also be capable of flexing around emergent and evolving activities such as mobilizing connections around a mounting crisis or spotting a confluence of factors that might give rise to a new initiative in which to engage the Crisis Group donor community. Recent examples include establishing an endowment in memory of activist [Asma Jahagir](#) and fellowships for [The Economics of Conflicts](#).

Working in a fast-paced, challenging, and intellectually stimulating work environment, the AD will play a critically important role in energizing and elevating Crisis Group's existing development efforts. The ideal candidate will have excellent organizational and interpersonal skills and will take a highly-experiential approach to donor relations. Experience managing advisory or membership groups is desired. Impeccable verbal and written communication skills are essential with the interest and competence to interact with a diverse constituency of accomplished individuals from a multitude of professional backgrounds, academic fields, and countries.

With a passion for international relations, the successful candidate will bring six to ten years of experience in development, preferably in an international context or at a policy organization. Candidates will demonstrate a track record of securing major individual and corporate gifts at six-figures and above, ideally in a campaign setting, that have transformed programs into comprehensive initiatives and opened new donor markets and avenues of engagement. Confidence with face-to-face solicitations as well as an understanding of how to appropriately engage organizational and volunteer leadership, as well as staff, in donor cultivation is required. A familiarity with international affairs and key stakeholders in the New York area is highly desirable.

Learn more about Crisis Group and its efforts in helping to resolve some of the most intractable conflicts of our time at [www.crisisgroup.org](http://www.crisisgroup.org).

### **Primary Responsibilities of the Associate Director**

Informed by the complex array of international issues and focus areas that comprise the organization's work and the scope of donor interest, the Associate Director, Individual & Corporate Philanthropy will seek to unlock new and existing donor potential. This will occur by collaborating across the institution to

identify and co-create shared opportunities for mixed asks and partnered approaches to donor cultivation and engagement – successfully leveraging assets across Crisis Group’s impact areas, geographies and cross-thematic activities to maximize philanthropic potential.

Key responsibilities of the role will include:

- Stewarding the current portfolio of donors at the \$50,000 level and above, with particular attention to growing participation in the International Advisory Council.
- Working closely with Private Sector Team colleagues to increase the donor base through identifying and acquiring new donors; manage a pipeline of prospects by successfully converting them to long-term Crisis Group supporters.
- Working effectively and collaboratively across teams; exhibiting the leadership skills necessary to maintain strong and effective relationships with program staff and private philanthropy colleagues to conceive collaborative, comprehensive prospect strategies.
- Designing and implementing strategies to broaden the cultivation of major donors, with particular emphasis on upgrading existing donors to higher levels of giving.
- Routinely engaging current Crisis Group supporters, board members, and organization executives in peer-to-prospect identification, visits, and solicitations.
- Assisting the Event Coordinator in devising strategy related to fundraising events.
- Working with the team to guide the development of compelling donor communications, particularly to Crisis Group’s International Advisory Council and President’s Council, including drafting regular updates to keep members engaged and attract new participation.
- Collaborating with the team located across London, New York, and Brussels to bring on board and steward corporate donors with an international presence.
- Supporting the management of Council benefits program, including but not limited to event participation, Crisis Calls, Council field trips, and member attendance at Board meetings, and helping team members generate creative ideas for these and other Council activities.
- On-boarding new contributors in the Development portfolio, facilitating timely membership renewals and maintaining up-to-date and accurate donor/prospect records.
- Regularly liaising with other development staff and the finance team to ensure proper reporting of incoming funds.
- Handling other duties as assigned.

#### **Attributes of the Ideal Candidate**

- At least six years of experience in development with a proven track record in successful major gift or corporate fundraising, specifically with face-to-face solicitations, preferably in an international context or at a policy organization.
- Demonstrated knowledge of or familiarity with international affairs and key stakeholders in the New York area; an aptitude for the policy issues with which Crisis Group works, and the capacity to synthesize complex, interrelated subject matter into clear language that speaks to the essence of an issue while maintaining clarity around the big picture.
- Ability to think critically and quickly gain substantive knowledge and comprehension of the Crisis Group’s mission, history, programs, projects, and activities to effectively present potential giving and membership opportunities to prospective donors.
- Sound understanding of effective strategies for organizational growth.



- Prior success developing and implementing innovative and creative fundraising strategies, ideally in a campaign framework, including event planning experience.
- Strong interpersonal and communication skills, including excellent public presentation skills, strong writing skills, and a demonstrated capacity for effective teamwork.
- Ability to function with a high degree of independence with an assigned group of prospects, and additionally interact collaboratively with colleagues, participating in and contributing to total team effort.
- A commitment to working in an environment with shared goals; possessing sound judgment, integrity, willingness to try new approaches, and a high level of energy, enthusiasm, and dedication to the mission and objectives of the institution.
- Experience working with volunteers and helping to staff Board members supporting fundraising efforts.
- Organized and detail-oriented with a high degree of initiative; demonstrated ability to prioritize and handle multiple time-sensitive tasks simultaneously in a fast-paced work environment.
- Knowledge of Microsoft Office Suite required and Raiser's Edge or similar relational database desirable.
- Integrity, creativity, energy and independence; a collegial and open style that contributes to the overall team.
- Bachelor's degree in a related field required, an advanced degree is preferred.
- Authorization to work in the United States. Ability to undertake periodic travel to (inter)national destinations and willingness to work flexible hours when needed.

### **How to Apply**

International Crisis Group has retained Talent Citizen to assist in this recruitment. Vice President Adele Mezher and Associate Viviana Aluia are leading this search. Please submit your resume and a cover letter outlining your interest, the reasons why you are best suited for the position and would be a great addition to the Development team, and where you learned of the position. Applications should be sent to: [icg-ad@talentcitizen.com](mailto:icg-ad@talentcitizen.com).