



Director of Strategic Partnerships

Seeding Labs believes that unleashing the full potential of scientists worldwide is our best hope for fighting global diseases, feeding our growing population, and protecting our planet.

Seeding Labs, a Boston-based nonprofit that empowers every scientist to transform the world, seeks a proactive, solutions-focused Director of Strategic Partnerships to play a key role in enhancing the fundraising capability, visibility and impact of the organization.

Recognizing that talent is everywhere, but resources are not, Seeding Labs mobilizes resources and networks across the global scientific community to equip under-resourced scientists with the tools, training, and connections they need to be on the cutting edge of discovery. Seeding Labs awardees are working on the frontlines of globally important issues from epidemics like Dengue and Zika to cancer and heart disease. Providing scientists with the support needed to do their work is a powerful means of driving discoveries that benefit us all.

Seeding Labs believes that diversity and equity in global science not only strengthen the scientific community but have a ripple effect of positive social impact. Anchored by its flagship Instrumental Access Program, Seeding Labs has provided more than \$28 million in reclaimed laboratory equipment and training to 70 institutions in 34 countries. These investments, in turn, further critical research and improve skills-based training for undergraduate and graduate science students.

Seeding Labs is joined by supporters and partners across the world who care about global health, environmental protection, climate change, and agriculture. Over the past 12 years, Seeding Labs has cultivated relationships across an ecosystem of 140 national and international philanthropic partners including R&D corporations, manufacturers, nonprofits and universities. These partners, such as MilliporeSigma, Takeda Pharmaceutical Company, Merck & Co., Addgene, and Cell Signaling Technologies are engaging on multiple fronts, whether it is sharing equipment, creating TeleScience videos, helping to set up new labs, or donating financial resources. Serving as a connector of people, resources and ideas, Seeding Labs is able to tap into and align with an institutional partner's social impact efforts ranging from corporate social responsibility, and diversity, equity and inclusion practices; to deepening employee engagement; and reducing environmental impact.

As a champion for expanded resources and capacity building for Seeding Labs' Instrumental Access award scientists, the Director of Strategic Partnerships will develop and promote a multi-faceted and shared value approach to fundraising and engagement. These aligned efforts will create new pathways for exploring mutually reinforcing partnerships that inspire greater levels of commitment and capture the attention of potential new donors.

Reporting to the Chief Executive Officer and working in close collaboration with Seeding Labs' board members and staff, the Director of Strategic Partnerships will play a key role in helping to shape and implement the vision and direction of resource development. The Director will take a holistic approach to fundraising and engagement, cultivating an understanding of the challenges and advancements of

grantees and the impact of their work, and leverage this knowledge to craft and implement engagement strategies. These strategies will tap into the social impact, values, and business practices of corporate partners.

The primary focus of the Director will be on securing multi-year philanthropic support at the six-figure and above level from the corporate partner portfolio. The Director will explore the many ways to activate support at the institutional and individual levels including cause marketing, digital fundraising campaigns, and employee and volunteer leadership-driven giving. Given this multi-channel model of engagement, the Director will coordinate efforts with all of Seeding Labs' staff to fully leverage Seeding Labs' strategic communications and programmatic impacts in service of fundraising and donor relations.

Working in a fast-paced, highly-responsive and intellectually stimulating work environment, the Director will play a critically important role in energizing and elevating Seeding Labs' existing resource development efforts. Impeccable verbal and written communications skills are essential with the interest and competence to interact with a diverse constituency of accomplished individuals from a multitude of professional backgrounds, research fields, and countries.

An ideal candidate will have at least 5-7 years of experience relevant to key account management and the engagement and activation of strategic partnerships with an emphasis on corporate relations. A depth of knowledge around the decision-making and business drivers of players connected to biological and chemical industries including life sciences, pharma, agriculture and global health is preferred.

Successful candidates will have demonstrated success driving revenue growth and an exceptional talent for building and sustaining relationships both externally and internally. Candidates will also demonstrate a track record of closing agreements at the five- and six-figure level 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 partner cultivation is required.

With a passion for putting diversity and equity at the center of scientific discovery and advancement, the Director will become an integral part of the Seeding Labs community, taking an active role in the organization's activities and events as well as representing Seeding Labs at partner sites and convenings.

Seeding Labs especially welcomes candidates who bring diverse cultural, ethnic, national, or international experiences and perspectives to its work and values the richness that diverse perspectives bring to a single mission. Learn more about Seeding Labs, its grantees, partners and impact at www.seedinglabs.org

Primary Responsibilities of the Director:

- Unlock new and existing partnership potential with an emphasis on multi-year engagements at six-figures and above: explore avenues to maximize relationships and develop multi-faceted engagements (financial support, employee and volunteer engagement and giving, in-kind contributions, cause marketing and networked connections) from Seeding Labs' ecosystem of philanthropic partners including R&D corporations, manufacturers, nonprofits and universities.
- Expand Seeding Labs' network of partners nationally; working across sectors, strengthen connections and build community within the network.

- Collaborate with external relations to communicate metrics and stories of success and impact to corporate partners and to a broader audience. Identify opportunities to amplify Seeding Labs' digital reach through partner platforms.
- Assist in the co-creation of communications as they pertain to partner engagement strategies, partner stewardship and supporter calls to action. This includes presentations, proposals, speaking engagements, direct marketing and digital fundraising campaigns, donor relations kits and impact reports.
- Set fundraising goals and metrics and mobilize the talent and resources needed to meet those goals. Guide and work in concert with the Corporate Relations Manager in account management and the acquisition of donated laboratory equipment. Jointly identify corporate partner prospects whose engagement could be broadened beyond in-kind contributions.
- Support the identification and pursuit of strategic growth areas. Develop a pipeline management system to monitor regular progress toward targets, provide ongoing forecasting, and ensure that all leads, contacts and status updates are documented.
- Identify opportunities to support the CEO as chief spokesperson and fundraiser. Together, work to develop an active Board of Directors particularly engaged in the financial support of Seeding Labs' activities and ambitions, including helping them unlock the support potential of their networks. Ensure they are effectively and professionally staffed with regard to development activities; provide focus for their efforts so that their time spent is productive, meaningful and personally rewarding.

Qualifications:

- At least 5-7 years of experience relevant to driving revenue growth in a fast-paced, entrepreneurial environment. A successful track record of identifying, engaging and cultivating shared value corporate relationships with an exceptional ability to close deals in the five to six figure and above range and move existing partners to new levels of commitment.
- The ability to devise new engagement strategies and to identify synergies and aligned contributions for both external corporate prospects and Seeding Labs, each with their own diverse needs and priorities, engendering trust and satisfaction through shared value.
- Familiarity with the decision making and business drivers of players connected to biological and chemical industries including life sciences, pharmaceuticals, agriculture and global health is preferred.
- Excellent written and oral communication skills. Ability to influence and engage a wide audience of partners and build long-term relationships. Ability to communicate effectively and respectfully to varying audiences and cultures with professionalism and integrity.
- 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.
- 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 Seeding Labs.
- 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.
- Outgoing personality with an approachable and professional demeanor. A high comfort-level interacting with and presenting to corporate and institutional executives at the top-tier of decision making.



- Experience working with volunteers and helping to staff Board members supporting fundraising efforts.
- Knowledge of Google Drive and Salesforce or similar relational database desirable.
- Authorization to work in the United States.
- Ability to undertake periodic travel to national destinations and willingness to work flexible hours when needed.

Compensation:

Seeding Labs strives to value our staff with a strong compensation package. Seeding Labs' benefits include an employer-contributed health plan or a modest health plan stipend; dental and vision plans; healthcare and daycare flexible spending account; employer-covered life and disability insurance; pre-tax public transportation pass; 401K; flexibility in work hours.

To Apply:

Seeding Labs has retained Talent Citizen to assist in this recruitment. President Tracy Welsh and Senior Associate Eva Kotilinek are leading the engagement. Please submit a resume and a cover letter outlining your interest, the reasons why you are best suited for the position, and where you learned of the position to: sl-sp@talentcitizen.com.

Seeding Labs is an equal opportunity employer.