



**(Senior) Development Officer**  
*Las Cruces, NM*

New Mexico State University (NMSU), New Mexico's flagship land-grant and space-grant institution, and the NMSU Foundation seek a highly-collaborative, thoughtful, and entrepreneurial fundraising professional to serve as (Senior) Development Officer. The Development Officer (DO) will join a dedicated advancement team, contributing to the Foundation's growth, and will play a critical role in identifying opportunities to support NMSU community impact, especially for students and faculty. Responsible for the cultivation, solicitation, and stewardship of individuals capable of making gifts of five- and six-figure and up, the DO will manage and develop a diverse portfolio and will collaborate closely with fellow Foundation staff to ensure prospects and donors are best served in their pursuit of helping the NMSU Aggie family reach their fullest potential. This is a wonderful opportunity for an accomplished fundraiser to develop their craft further, raise philanthropy at NMSU to the next level, and join a vibrant community.

Founded in 1888, New Mexico State University is the oldest institution of higher education in New Mexico. NMSU ranks in the top 20% of all selective public colleges in moving students from the lowest income tier to the middle and is among the best in the nation at moving people from the bottom tier to the top. Over 50% of NMSU students are first generation college students and over 60% are Hispanic, meaning NMSU is one of the most important and effective drivers of economic mobility in the state. Rated as a military and veteran friendly university, NMSU dedicates significant resources and support to active-duty military, their dependents, and veterans. The University also has a storied history of top-tier and deeply impactful research. This is particularly true in the College of Engineering, which has strong partnerships with institutions such as Stanford University around innovation and private collaborations with companies like Intel, Boeing, Sandia Labs, and Northrup Grumman. Recently, the state of New Mexico approved a \$20 million bond to help build an exciting new student-focused center. Across five campuses, 33 Extension offices, 12 agriculture and research science centers, NMSU reaches across New Mexico and strives to increase opportunity for all and invest in research to change lives.

For the NMSU community, private philanthropic support is vital to increased accessibility. The recently-completed *Ignite Aggie Discovery Campaign*, the largest in the university's history, raised over \$125 million across three distinct pillars – student discovery, faculty and staff discovery, and NMSU achievement. Of the total, \$39 million alone was dedicated for student support, and \$55.6 million was raised for programmatic and research support. With an endowment of around \$206 million, NMSU and the NMSU Foundation have a massive opportunity to raise even more for student, faculty, and community success.

Critical to the continuation and growth of NMSU's impact, and building off the momentum from the *Ignite* campaign, the University will rely on talented, motivated development leaders to amplify its fundraising and broader Aggie community engagement strategies. With a new Foundation President joining in Spring 2020, there is an energetic eagerness throughout the advancement team to develop and execute on an ambitious growth plan. To do so, NMSU is looking to attract professionals with the unique balance of fundraising success, authenticity, and passion for the New Mexico community.

Ideal candidates will be dedicated, hard-working, and curious. They must possess the proven ability to work with a widely diverse set of stakeholders and have the personal maturity and political acumen to

communicate effectively with University leaders, state politicians, prominent alumni, and donors of all kinds. A personal and professional commitment to valuing the differences in who we are, what we've experienced, and how we think, is vital. Excellent leadership and organizational skills in addition to superior verbal, written and interpersonal skills are essential. While not required, Spanish-speaking ability is always a plus. Regular travel (around 40%) and evening/weekend work are required. Candidates with experience in nonprofit environments, particularly higher education, and the demonstrated ability to work directly with donors and volunteers are preferred.

The position requires a Bachelor's degree and at least five years of fundraising experience or a combination of fundraising and other directly-related experience successfully soliciting gifts of five-figure and over. The distinction between Development Officer and Senior Development Officer is based upon years of demonstrated fundraising success well over the six-figure amount and some dedicated management/mentorship experience.

### **New Mexico State University**

New Mexico State University began as the land-grant Las Cruces College in 1888, when New Mexico was still a territory of the United States. Shortly thereafter, it merged with the newly created New Mexico College of Agriculture and Mechanic Arts, opening in 1890 with just 35 students and six faculty members meeting in a two-room building. Today, New Mexico State University sits on a 900-acre campus and enrolls 16,400 students from all 50 states and from 71 countries. True to its mission, NMSU has throughout its history contributed greatly to agriculture and the physical sciences, locally and internationally. With several prominent aeronautics and space exploration companies located nearby, NMSU faculty have been at the forefront of space and weather research, and alumni have gone on to serve as executives at Boeing and even discovered comets. The Chile Pepper Institute, an affiliated nonprofit and research center at the University, is the only international organization devoted to the research, cultivation, and education of the chile pepper, the state vegetable of New Mexico.

### ***Las Cruces***

The flagship campus of the New Mexico State University system is located in Las Cruces, about 45 minutes from the Texas border and nearby El Paso. Renowned for its sunniness and proximity to some of the nation's best outdoor destinations. Residents enjoy many recreational activities such as hiking, biking, camping, skiing, and boating, with the Sierra Blanca mountains, White Sands National Monument and Elephant Butte Lake less than an hour's drive away.

### **Roles & Responsibilities**

This is a wonderful opportunity for a collaborative and resourceful development professional to help raise the level of key philanthropic support of an intensely important state institution. The (Senior) Development Officer will be responsible for, among other things:

- Responsible for the direct cultivation, solicitation, and stewardship of individuals capable of making gifts of five-figures and up through in-person visits, group presentations, phone calls, and/or via video conference (e.g. Zoom, Skype).

- Build and manage a pipeline of approximately 30-50 major gift proposals(regional assignments depend on prospect pool and may include regions beyond the Southeast such as Western Region, Midwest and the Mid-Atlantic), Identify potential prospects for cultivation through research, initial contact ratings, peer reviews, and other relevant resources.
- Identify strategies to connect donor interests with NMSU priority areas, particularly undergraduate scholarships and faculty support (both professorships and research funds).
- Work closely with advancement staff and university departments/units across NMSU to develop and manage engagement, solicitation, and stewardship strategies for prospects and donors.
- Track and achieve progress toward individual staff and team goals, projects, and proposals, including the development of reports, records, and information analyses.

## Qualifications

In addition to the abilities to achieve the above core responsibilities, ideal candidates will possess the following qualifications and attributes:

- B.A./B.S. degree and at least five years of experience relevant to front-line fundraising and donor relationship management including identifying, cultivating, and stewarding individual donors, ideally within a non-profit; an exceptional ability to close five- and six-figure gifts and move existing donors to new levels of commitment and philanthropic support;
- Demonstrated ability to think strategically about relationships with donors and prospects, and to communicate organizational mission in ways that are exciting and enticing to donors;
- A comfort-level in pushing programs beyond the status-quo and an orientation to lead by example;
- A natural relationship builder who is also solution-focused with an approach to development that believes there are no dead-ends, only other roads to pursue;
- Superior communication and interpersonal skills. Exhibits a level of comfort in reaching out to colleagues and prospects to deepen existing and develop new relationships;
- Strong leadership experience with a track record of achieving or exceeding goals;
- Deep curiosity around continual learning and improvement, and the commitment to helping others improve also;
- Excellent written and oral communications skills;
- The ability and willingness to travel, heavy at times, across the country;
- Integrity, imagination, strong listening skills, and a high level of energy;
- A collegial, team-oriented working style in which colleagues are valued and appreciated at all levels of the organization;
- A healthy sense of humor and a good balance of confidence and humility.

## How to Apply

The New Mexico State University Foundation has retained Talent Citizen to assist in this recruitment. President Tracy Welsh and Senior Associate Eva Kotilinek 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 NMSU community, and where you learned of the position. Nominations and applications should be sent directly to [NMSU-MG@talentcitizen.com](mailto:NMSU-MG@talentcitizen.com).

NMSU is an equal opportunity and affirmative action employer. Women, minorities, people with disabilities and veterans are strongly encouraged to apply.