



**Director, Major Gifts, New England Region**  
*Boston, MA*

Boston University (BU) seeks a collaborative and entrepreneurial Director of Major Gifts (Director) to lead fundraising efforts in the New England region, an area home to the largest percentage of the University's alumni and an abundant number of engaged and committed families and friends. Overseeing a team of two major gift fundraisers and personally managing a portfolio of prospects and donors, the Director will play a key leadership role at an exciting time of growth and momentum toward an ambitious multi-billion-dollar campaign.

BU has charted a stellar ascent in recent years. Now ranked #41 by *U.S. News and World Report*, the University comprises 17 Schools and Colleges, including highly ranked graduate schools such as the School of Law, School of Business, School of Education, and College of Engineering. Founded in 1839, BU has always been a hub for innovation. As one of the largest independent nonprofit universities in the country, it was the first university to open all divisions to female students in 1872. BU created one of the first study abroad programs, and, today, about one third of the University's 36,809 students come from countries outside the United States. This diversity is one of the greatest institutional strengths of the University, underpinned by the University's commitment to making BU affordable for all qualified students through initiatives like the Century Challenge. This unique philanthropic tool greatly increases scholarship support and provides access to the best and brightest students from around the world. By participating in the Century Challenge, a donor establishes an endowed scholarship fund of \$100,000 or more, and the University matches the income distributed from that fund for scholarship purposes for 100 years.

Access and affordability are among the visionary initiatives outlined in the new [Strategic Plan](#) for 2030, which will form the foundation for an upcoming comprehensive campaign. The five guiding university priorities are: ensuring a vibrant academic experience; diversity, equity, and inclusion; producing research that matters; creating community, big yet small; and fostering global engagement.

This is an exciting opportunity for an enterprising leader in major gift fundraising to join an institution at the outset of a campaign that will propel ever-more ambitious achievement. In partnership with the Assistant Vice President of Major Gifts, the Director will be responsible for leading a donor-centric regional fundraising program. This position functions as a thought leader of the major gifts fundraising effort for the University and provides oversight, direction, and advice for the New England region. Leading by example, the Director will manage a portfolio of major gift prospects.

The ideal candidate will possess a minimum of eight years of development experience, a keen understanding of best practices in fundraising, experience managing a team, and a demonstrated record of accomplishment in developing successful fundraising strategies in a complex university. The successful candidate will have a proven track record of personally identifying, cultivating, and soliciting major and principal gifts. The next

Director should have a collegial, team-building style with a demonstrated ability to cultivate productive, collaborative relationships with faculty and staff across the University. The successful candidate will be an inspiring leader and an effective advocate with all constituents. In accordance with its core values and mission, BU is especially interested in recruiting members of diverse communities and individuals with a commitment to multiculturalism.

## Boston University

Boston University is an international, comprehensive, private research university, committed to educating students to be reflective, resourceful individuals ready to live, adapt, and lead in an interconnected world. Boston University is committed to generating new knowledge to benefit society.

BU remains dedicated to its founding principles: that higher education should be accessible to all, and that research, scholarship, artistic creation, and professional practice should be conducted in the service of the wider community—local and international. These principles endure in the University’s insistence on the value of diversity, in its tradition and standards of excellence, and in its dynamic engagement with the City of Boston and the world.

Boston University comprises a remarkable range of undergraduate, graduate, and professional programs built on a strong foundation of the liberal arts and sciences. With the support and oversight of the Board of Trustees, the University, through its faculty, continually innovates in education and research to ensure that it meets the needs of students and an ever-changing world.

## Andrew Horgan

### Assistant Vice President, Major Gifts

Andrew Horgan is the Assistant Vice President of Major Giving at Boston University. In this role Horgan leads a group of nine regionally focused major gift officers, the Parent & Family Philanthropy program, and the Athletic Development team. Horgan joined the BU Regional Major Gifts Team in 2013 working with alumni and parents on the West Coast during the University’s first ever comprehensive campaign, which successfully raised \$1.85 billion. Prior to coming to BU, Horgan was a Major Gifts Officer at Brown University’s Warren Alpert Medical School and started his career in Annual Giving at The Catholic University of America in Washington, DC. Horgan has a BA in Political Science from Saint Anselm College and an MA in International Affairs from The Catholic University of America.

## Development & Alumni Relations at BU

With an endowment valued at approximately \$3.4 billion, BU has a legacy of endowment giving in support of faculty chairs and student scholarships. The university is currently raising approximately \$225 million in annual philanthropic support. There are approximately 345,000 known prospects and more than 400,000 living alumni; the alumni giving rate is approximately 10 percent.

BU’s [Board of Trustees](#) and the university’s executive leadership team are invested in the future of BU and are mobilizing for a comprehensive fundraising campaign, which is currently in the quiet phase. The last campaign for BU, [Choose to Be Great](#), which closed in 2019, raised \$1.85 billion for the university.

Development & Alumni Relations (DAR) comprises a team of 235 professionals in principal and major gifts, foundation relations, annual giving, alumni engagement, and operations, including stewardship, database management, and prospect research. As BU prepares for another campaign, DAR is reinvigorating its approach to prospect management and analytics. DAR has recently added a Prospect Information Strategies team that is incorporating prospect analytics and predictive modeling to the work of DAR that includes information and process flows around prospect, portfolio, and pipeline development. They have also added resources to the leadership annual giving and donor experience teams, underpinning the major gifts pipeline with growth in the breadth and depth of the donor base. These are just a few of the exciting areas of investment in staff and resources aimed at supporting the ramp up into the next campaign.

DAR harnesses the power of philanthropy to make an excellent education accessible and welcoming to all, and to advance BU's global leadership in research, scholarship, artistic creation, and professional practice. To support their work, DAR has built—and is continuing to build—an outstanding team of dynamic, mission-driven advancement professionals who constantly strive to create an environment where everyone belongs. It's not just a job, but a career and a community.

DAR values:

- **Teamwork, transparency, and mutual respect**, because we value every member's contributions and know that leadership can come from anywhere
- **Diversity, equity, inclusion**, and a commitment to ensuring that each of us knows we belong here
- **Integrity** in how we work and how we treat one another
- **Strategic thinking and curiosity** in the relentless pursuit of fresh approaches and measurable results
- **Continuous growth and improvement**, both as individuals and as a team
- **Joy and shared appreciation** for working hard toward goals that matter

To learn more about the DAR Team please visit [www.bu.edu/dar-talent](http://www.bu.edu/dar-talent).

### Director, Major Gifts, New England Region

Reporting to the Assistant Vice President of Major Gifts, the Director, Major Gifts, New England Region is a key leader in a region that is critical to Boston University's overall fundraising success. In addition to leading a team of fundraisers charged with securing commitments of \$100,000 or more for the University's strategic priorities, the Director also must collaborate with and convene other Development & Alumni Relations stakeholders in the region to ensure a coordinated and thoughtful approach to all activities meant to engage BU's leading prospects and donors. These stakeholders include but are not limited to Principal Giving, Alumni Relations, and School-/College-affiliated colleagues.

The Director will be responsible for developing a regular cadence of strategic opportunities focused on engaging existing and prospective major donors with the end goal of qualifying, soliciting, and closing major gifts. This role will serve as the primary strategist and staff person for the New England Regional Leadership Council. The Director will also be responsible for setting appropriately ambitious goals for prospect discovery, solicitations, and gift closures for members of their team and managing each to success against those goals. Additionally, the Director carries a portfolio of approximately 80 major gift prospects. This position will oversee various special projects in the region as assigned by the Assistant Vice President.

## Essential Duties

- Direct solicitation of major gifts at the \$100,000 plus level, involving all phases of engagement and cultivation processes, involving significant travel around New England. Targeted goal of 12-15 visits a month and annual dollar goal as determined by Assistant Vice President.
- Direct management of team members to ensure significant fundraising productivity in service to the University's strategic goals.
- Establish and maintain Regional Leadership Council and other effective, high-level volunteer structures designed to provide counsel, to identify prospects, and to assist with specific solicitations and other programmatic initiatives as necessary.
- Collaborate with DAR colleagues to devise specific strategies and timetables for the successful solicitation of individuals with a goal of maximizing their philanthropy to Boston University. Remain informed on University and school content generally, and in greater detail where necessary for prospect cases. Integrate Alumni Relations activities as an essential component of the overall development strategy.
- Coordinate and orchestrate prospect strategies with the appropriate deans and school-affiliated development officers and work in tandem to assure the highest and best use of time, budget, and personnel.
- Establish long-range goals and objectives for development programs and activities in the assigned region that reflect University priorities. Prepare regional operating plan and prospect pipeline designed to facilitate achievement of these goals and objectives as a component of the University-wide major gifts plan.

## Experience and Qualifications

The ideal candidate will bring many of the following professional qualities and experiences:

- A Bachelor's degree is required; advanced degree preferred
- At least eight years of directly related experience
- Outstanding and successful experience as a fundraiser, including comprehensive management of major gifts prospects
- Strong development credentials; including proven track record of building and developing a high-level portfolio
- Successful track record of managing a fundraising team
- Effective experience in enlisting and interacting with senior-level leadership volunteers and committees
- Excellent written and oral communication and presentation skills
- Superb judgment and the sensibility to adjudicate wisely among competing priorities

- A disposition to listen and circulate widely
- Outstanding interpersonal skills
- Exceptional reasoning, problem-solving, and analytical skills, including an ability to translate ideas and concepts into clear, actionable steps
- Superb organizational skills and the ability to multi-task
- Ability to work independently as well collaboratively with team members
- Energy and stamina, self-confidence and humility, a strong sense of purpose, a tolerance for ambiguity and a sense of humor
- Familiarity with New England preferred, ideally as a successful major gifts fundraiser
- Extensive travel, nights and weekends required.

### Location and Schedule

BU's campus is located in Boston's Fenway-Kenmore neighborhood. Nestled between the beautiful Charles River and historic Fenway Park (home of the Boston Red Sox), BU's location is ideal for a healthy contemporary lifestyle. Boston is a vibrant city steeped in history with diverse neighborhoods, a rich arts and culture scene, and a legacy of education, innovation, and ideas.

DAR provides a hybrid work schedule, offering employees the opportunity to work two days per week from home, if circumstances allow. More information about the university's remote work policy is available [here](#).

### Compensation

Compensation is highly competitive and budgeted in the range of \$160,000 - \$180,000 annually, depending on experience. Boston University offers a comprehensive [benefits package](#), which adds significantly to the employee's total compensation package.

### Interested in Learning More?

Boston University has partnered with Talent Citizen to assist in this recruitment. Please contact President Tracy D. Welsh and Senior Associate Rachel K. Partin to share your resume and cover letter via email at: [bu-dmgne@talentcitizen.com](mailto:bu-dmgne@talentcitizen.com).

*Boston University is an equal opportunity employer and gives consideration for employment to qualified applicants without regard to race, color, religion, sex, age, national origin, physical or mental disability, sexual orientation, gender identity, genetic information, military service, or because of marital, parental, or veteran status or any other characteristic protected by law. BU is a VEVRAA Federal Contractor.*

*If you require a reasonable accommodation in order to complete the employment application process, please contact the Equal Opportunity Office at 617-353-6474 or [druckman@bu.edu](mailto:druckman@bu.edu).*

*Please note all newly hired staff and faculty, will need to be in compliance with Boston University's COVID-19 Vaccination and Booster Requirement within 30 days of date of hire. You must upload your vaccine documentation or request a medical or religious exemption ([instructions](#)). For further information on the University's response to COVID-19, please visit the [Back2BU site](#).*