



Assistant Vice President, Major Gifts
Boston, MA

Boston University (BU) seeks a collaborative, strategic, and entrepreneurial Assistant Vice President, Major Gifts (AVP) to lead a highly productive team of major gift fundraisers comprising regional, athletics, and parents and family philanthropy. By virtue of the AVP's university-wide lens and position on the senior development team, this is a leadership position with unlimited growth trajectory as the university moves into its next multi-billion-dollar comprehensive campaign.

The BU community is alive with excitement as President-elect Melissa Gilliam, a medical doctor, MacArthur-grant winning researcher, and adolescent health advocate will become president on July 1, 2024. One of the largest nonprofit universities in the country, Boston University comprises 17 Schools and Colleges. Founded in 1839, BU has always been a hub for innovation. 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 inclusivity 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 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.

In partnership with the Vice President for Development, the AVP will be responsible for leading a donor-centric fundraising program and ensuring their team collectively surpasses ambitious annual fundraising goals and activity benchmarks. Working closely with university leaders, the AVP will play an essential role in identifying and setting university-wide fundraising strategies, designing compelling cases for support, and facilitating regular lines of communication across campus to advance BU's overall fundraising efforts. This position functions as a thought leader in development and provides oversight, direction, and advice for a team of 15 professionals. Leading by example, the AVP will manage a small portfolio of major and principal gift prospects.

The ideal candidate will possess a minimum of twelve 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 successful candidate must have extraordinary communication skills with a collegial, team-building style and a demonstrated ability to motivate staff as well as to cultivate productive, collaborative relationships across campus. The next AVP will foster a professional work environment that rewards individual and collective success, builds confidence, and promotes diversity in all its forms. In accordance with its core values and mission, BU is especially interested in recruiting members of diverse communities and individuals who will promote and uphold the values embodied within the University's [Diversity Statement](#).

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.

Access and affordability are among the visionary initiatives outlined in the [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.

Dr. Melissa L. Gilliam

President-elect, Boston University

BU’s President-elect, [Dr. Melissa L. Gilliam](#), is a national leader in faculty recruitment and student success and a champion of diversity and inclusion. Dr. Gilliam is a professor of obstetrics, gynecology, and pediatrics; her scholarship focuses on developing interventions to promote adolescent health and well-being. Dr. Gilliam graduated from Harvard Medical School and earned a Master of Public Health from the University of Illinois Chicago. In addition to her deep background in the sciences and medicine, she studied English literature at Yale University and earned her Master of Arts in philosophy and politics from the University of Oxford.

Before her appointment as BU President, Dr. Gilliam served as the executive vice president and provost of The Ohio State University. Dr. Gilliam succeeds Robert A. Brown, BU’s 10th president who served from 2005 until 2023. During his 18-year tenure, BU quadrupled its endowment, opened its doors to a more diverse student body, and established itself as a leading private urban research institution and a global leader in fighting infectious diseases. Kenneth Freeman, BU president *ad interim* since Brown’s departure, will remain in the post until Dr. Gilliam begins her tenure and will help her transition into the position. Beginning July 1, 2024, Dr. Gilliam will assume her role as President of Boston University.

Josh Aiello

Vice President for Development

Josh Aiello currently serves as Vice President for Development. He joined Boston University in 2013 and has held the roles of Assistant Dean for Development and Alumni Relations at Sargent College, Director of School Development, Assistant Vice President for School Development, and most recently, Associate Vice President

for School Development. He proudly held leadership roles during the university's first comprehensive campaign, which concluded in September 2019, having raised a record \$1.85 billion in gifts from more than 175,000 alumni, parents, and friends.

Aiello has more than 17 years of experience in educational advancement and has served as the Executive Director for Development for Massachusetts College of Pharmacy and Health Sciences. Early in his career, his focus was on service learning and community service, having led emergency response efforts during major natural disasters.

Aiello received a BA from Saint Anselm College in Manchester, NH and an EdM from Boston University.

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 \$270 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](#), closed in 2019 and raised \$1.85 billion for the university.

Development & Alumni Relations (DAR) comprises a team of 265 professionals in principal, international, and major gifts, foundation relations, annual giving, alumni engagement, talent management, and advancement information systems, 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 added a Prospect Information Strategies team that is incorporating prospect analytics and predictive modeling, which 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.

Assistant Vice President, Major Gifts

The Assistant Vice President, Major Gifts provides strategic leadership for the major giving team, a cohort of fundraisers focused on securing gifts of \$100K+ from Boston University alumni, parents, and other individuals. The AVP is responsible for developing overall strategies to ensure that the team maximizes philanthropic revenue for university priorities supporting BU's strategic plan, with an emphasis on the recruitment and retention of effective gift officers, their ongoing training and professional development, and oversight and management to ensure progress toward fundraising goals. The AVP develops and implements the domestic regional fundraising strategy for BU's key domestic markets, working in partnership with colleagues across the Development and Alumni Engagement teams. Additionally, the AVP oversees the University's Parent and Family Philanthropy program and the University's Athletics fundraising strategy, in partnership with the Director of Athletics. The AVP's team plays a key role in fundraising for university initiatives such as the [Newbury Center](#) for first-generation student success, the [LGBTQIA+ Center](#), the [Student Wellbeing](#) initiative, and [Innovate@BU](#), among other priorities.

Reporting to the Vice President for Development, the AVP is a member of the senior development team and a thought leader and partner across the Development organization. In doing so, the AVP collaborates regularly with other fundraising unit leaders, including those in Planned Giving, Schools & Colleges, Foundation Relations, and Special Initiatives.

Essential Duties

- Provide professional leadership for a staff of ten or more highly experienced frontline officers. Responsible for the recruitment, training, oversight, evaluation, and management of a total staff of fifteen or more professionals.
- Identify, cultivate, and solicit a select group of major gift prospects and develop an understanding of the educational, research, operational, and financial needs and goals of the University and the relationship of these needs and goals to effective fundraising.
- Work with the DAR leadership team to develop regional campaign strategies, including but not limited to the development and recruitment of regional leadership councils and regional campaign leadership events. Coordinate the participation of faculty members, administration, trustees, volunteers, and development staff in achieving fundraising objectives for major gift prospects.
- Work with the Vice President, Prospect Management, and other colleagues to ensure a robust major gift prospect pool, distributed among staff to ensure maximum fundraising opportunity and success. Function as strategist, advisor, and resource coordinator for all major gift officers and regional directors.

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 twelve years of directly related experience
- Outstanding and successful experience as a fundraiser, including comprehensive management of major and principal gifts prospects
- Strong development credentials with campaign leadership/management experience; 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
- 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 \$230,000 - \$250,000 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, Managing Associate Rachel K. Partin, and Associate José Cisneros to share your resume and cover letter via email at: bu-avpmg@talentcitizen.com.

Boston University is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, natural or protective hairstyle, religion, sex, age, national origin, physical or mental disability, sexual orientation, gender identity, genetic information, military service,



pregnancy or pregnancy-related condition, or because of marital, parental, or veteran status. Boston University is a VEVRAA Federal Contractor.

Information about BU's COVID-19 policies is available [here](#).