

MOUNT HOLYOKE

Leadership Giving Officer

South Hadley, MA | California | Midwest | New York City Metro

Mount Holyoke College (MHC), a private liberal arts women's college that is gender diverse, seeks a curious, entrepreneurial, and mission-driven fundraiser to join the MHC Development team as Leadership Giving Officer (LGO) during a time of renewal, vigor, and bold action as the College continues its legacy as a trailblazer in women's education and a powerhouse of changemakers and visionaries. The LGO will be an integral member of the Development team in securing philanthropic support across their assigned region in the U.S. in support of the [MHC Forward Strategic Plan](#), calling upon the support of a fiercely loyal and connected alum community representative of the fearless leaders and boundless learners who attend and work at Mount Holyoke.

As the oldest member of the historic Seven Sisters colleges, Mount Holyoke's history as an educational institution [forged in dissent](#) is central to its vision for the future. Rooted in a nearly 200-year history of challenging exclusion and advancing gender equity, the College remains unwavering in its support for diversity, equity, inclusion, and accessibility—even as these values face threats. MHC has been a trailblazer in inclusive admissions policies, becoming the first of the Seven Sisters to welcome trans and nonbinary students. With a proud legacy of global renown, the College fiercely advocates for its international student community, which represents 20 percent of students. Nationally recognized for its high level of undergraduate research, Mount Holyoke continues to invest in scholarly research and discovery. The College earned the prestigious Carnegie Classification as a baccalaureate college with "Arts & Sciences Focus and High Research," and ranks #1 among U.S. institutions for producing graduates who go on to earn PhDs in the life sciences and STEM.

Under [President Danielle Holley](#)'s leadership, the Mount Holyoke community is alive with ambition and purpose to support the MHC Forward Strategic Plan, which lays out a bold vision to ensure Mount Holyoke's enduring excellence and transformative impact. MHC Forward sets the foundation for the College's next comprehensive campaign, set to launch in the fall of 2026. Mount Holyoke's culture of principled boldness and forward-thinking momentum offers an inspiring context for the LGO to contribute to a mission deeply rooted in societal impact at a time when [women's colleges are more important than ever](#).

The LGO reports to the Director of Leadership Giving and plays a central role in advancing the College's strategic priorities as a key frontline fundraiser responsible for managing a portfolio of MHC alums, parents, and friends. In partnership with senior leaders and internal partners, the LGO will utilize data and research to identify and qualify prospects, develop meaningful cultivation plans, and formulate effective solicitation strategies for prospects capable of making gifts of \$100,000 or more. The LGO will be an engaging and visible ambassador of the College in their assigned region and collaborate across the College Relations division to ensure a coordinated and personalized donor experience—from identification and solicitation to gift closure and stewardship.

The ideal candidate will be a values-driven, goal-oriented professional with two to four years of experience building and nurturing strong partner or client relationships to secure resources within a complex organization. The LGO must have a strong understanding of development, knowledge of higher education, and the ability to build trust and collaboration among diverse stakeholders. The successful candidate must have exceptional verbal, written, and presentation skills and a collegial, team-building style with a demonstrated ability to cultivate productive, collaborative relationships. The LGO will bring curiosity, sound judgment, and a collegial spirit to a high-performing and mission-driven team. In accordance with its core values and mission, MHC is especially interested in recruiting members of diverse communities and individuals who will promote and uphold the values embodied within the College's [Diversity, Equity, and Inclusion Statement](#).

Mount Holyoke College

Mount Holyoke College is a selective, nondenominational, residential liberal arts college that welcomes applications from female, trans, and non-binary students. Mount Holyoke's exploratory education opens new pathways for discovery and knowledge, while the collaborative community supports students as they develop skills to solve challenges everywhere. Students are encouraged to see the world through a different lens—exploring beyond traditional boundaries and connecting to global perspectives and points-of-view. Working closely with exceptional faculty and staff, students are challenged to think creatively, act collaboratively, and lead purposefully. That's why Mount Holyoke alums can be found on the leading edge of change—from the arts and humanities to STEM innovation to social justice and beyond. As a community of achievement, Mount Holyoke celebrates what makes each of us extraordinary while cultivating a deep sense of connectivity.

Mount Holyoke's vibrant campus is home to over 2,100 students, with 20 percent of the student body representing 80 countries other than the U.S. Expanding beyond gender diversity, 28 percent of students identify as domestic students of color—African American, Asian American, Latinx, Native American or Alaska Native, Native Hawaiian or Pacific Islander, or multiracial.

With strong traditions and spaces designed for collaboration, the College offers three distinct Academic Centers meant to empower students to become agents of change—globally competent, environmentally responsible, ready to lead. [The McCulloch Center for Global Initiatives](#) is the hub and catalyst for comprehensive internationalization at Mount Holyoke, offering varied and meaningful opportunities for students to advance their global competencies and for faculty to incorporate more global perspectives into their teaching. The exceptional international diversity of the community offers a powerful context for building global competence. [The Miller Worley Center for the Environment](#) is dedicated to actively engaging Mount Holyoke students in the scientific, social/human, and global dimensions of environmental study, enabling students to make connections—across disciplines, across points of view, across constructs—that help them understand the concept of “environment” more broadly in their work, community, and lives. [The Weissman Center for Leadership](#) promotes the exploration and expansion of leadership—in all its many shapes and forms, helping students, faculty, and staff learn the skills to think strategically and yield influence—such as by identifying an audience, honing a message, advocating and organizing for change, and taking leadership in one's daily life.

There is a treasure trove of time-honored [traditions](#) at Mount Holyoke that are emblematic of the ways in which students, alums, faculty, and leaders show up every day, treating each other with respect and affecting positive social change. These experiences and ways of being serve as unifying threads binding past and present students, faculty, and staff.

MHC Forward: The Strategic Plan for Mount Holyoke College

The [MHC Forward Strategic Plan](#) builds on the momentum of The Plan for Mount Holyoke 2023, which successfully advanced over 100 initiatives that strengthened academic excellence, expanded research and scholarship, and fostered a diverse and inclusive community. Key accomplishments included [environmental leadership](#), the creation of innovative learning spaces like the [Fimbel Maker & Innovation Lab](#), and major investments in community infrastructure, along with the establishment of the [Office of Diversity, Equity and Inclusion](#). Developed through extensive community input, MHC Forward positions the College to meet the demands of a changing world by supporting curricular and pedagogical innovation; enhancing student life, wellness and career preparation; investing in campus infrastructure; identifying new revenue streams; and stewarding resources wisely for a bright future. With clear goals and success metrics, MHC Forward positions the College to lead with purpose for generations to come.

Danielle R. Holley
President, Mount Holyoke College

On July 1, 2023, Danielle R. Holley took office as the twentieth president of Mount Holyoke College. A noted legal scholar and educator, Holley served as Dean of the School of Law at Howard University from 2014 to 2023 prior to joining MHC. She holds a B.A. from Yale University and a J.D. from Harvard Law School and previously served as a law clerk to Judge Carl E. Stewart on the U.S. Courts of Appeals for the Fifth Circuit.

Her achievements during her tenure at the Howard School of Law include the introduction of a six-year BA/JD program; the launch of experiential learning and career preparation initiatives with World Bank, Microsoft, and Amazon Studios, among others; and a 200 percent increase in fundraising success, including a \$10 million grant to support public interest law, the largest in the Howard School of Law's history.

President Holley's scholarship spans the governance of public schools, increasing access to higher education, and diversity in the legal profession. Her contributions to the legal profession and higher education have been recognized with numerous awards including the inaugural Impact Award from the Association of American Law Schools, the American Bar Foundation's Montgomery Summer Research Diversity Fellowship Distinguished Alumni Award, the Lutie Lytle Conference Outstanding Scholar Award, the National Bar Association's Heman Sweatt Award, and the University of South Carolina Educational Foundation's Outstanding Service Award. She was twice awarded the Outstanding Faculty Member award during her tenure at the University of South Carolina School of Law.

Currently, President Holley serves as the co-chair of the Board of the Lawyers' Committee for Civil Rights. She has also served on the board of the Law School Admission Council and on the board of the Howard University Middle School of Math and Science. She is a moderator for the Aspen Institute, a Liberty Fellow through the Aspen Global Leadership Network, and a fellow with the American Council on Education. She is also a member of Delta Sigma Theta Sorority, Incorporated, the trailblazing sorority for Black women in higher education founded at Howard University in 1913.

President Holley is Mount Holyoke's first permanent Black president in the College's 186-year history, and the fourth Black woman in history to lead one of the original Seven Sisters.

Heather McDonald
Associate Vice President for Development

In partnership with Vice President for College Relations Kassandra Jolley, Heather leads a donor-centric development program and oversees the frontline fundraising team, which includes the Mount Holyoke Fund, leadership and principal giving, and gift planning.

Before joining Mount Holyoke in September 2023, Heather served as Assistant Vice President and Campaign Director at University of Connecticut (UConn) Foundation, where she was a key member of the advancement leadership team charged with developing and leading the university's comprehensive \$1 billion campaign. During her tenure at UConn, the Foundation completed four back-to-back record-breaking fundraising years and achieved a 200-percent increase in fundraising over a ten-year period.

Mount Holyoke's mission attracted Heather due to her lifelong commitment to advancing women's rights and those of gender-diverse people. She earned a Bachelor of Arts in Women's Studies, Human Resources, & Social Change from State University of New York at New Paltz, as well as a Master of Education from University of Hartford, a graduate certificate in Nonprofit Leadership and Management and a Doctorate in Educational

Leadership from University of Connecticut. Heather's dissertation examined equity and inclusion as related to women's leadership self-efficacy in higher education advancement. In 2023, Heather earned an Inclusive Philanthropy (DEI) micro-credential from Florida International University.

As a volunteer and civic leader, Heather is a member of the Connecticut Governor's Council on Women and Girls, the Connecticut Women's Council, and previously served on the UConn Women's Center Advisory Board as chair of the fundraising committee, among many other activities in service to the field of professional fundraisers.

Development at Mount Holyoke

With an endowment valued at just over \$1 billion, MHC has a legacy of endowment giving to ensure that "Mount Holyoke forever shall be." In FY25, MHC raised more than \$40 million, including \$10 million in leadership gifts. While several recent years have surpassed \$50 million, the College raises on average between \$30 million and \$40 million in annual philanthropic support, with \$10 to \$15 million in leadership gifts. There are more than 40,000 living alums with a dedicated track record of volunteer support. MHC distinguishes itself by consistently achieving industry-leading participation rates among alums, and this loyalty, pride, and commitment to the College provide ripe opportunity for pipeline growth.

The 30-member Board of Trustees leads by example with a 100-percent participation rate in giving annually. Fundraising priorities include faculty support and research, scholarships and financial aid, student career services and exploration, and the continued revitalization of infrastructure.

The College Relations division comprises a team of 46 professionals in leadership and principal giving, gift planning, annual fund, strategic initiatives, donor relations and stewardship, government and community relations, and operations, including data services and prospect research.

The College Relations team works in close concert with the Mount Holyoke Alum Association, an independent organization that was created at a time when women were not permitted to be trustees of colleges in order to give alums an independent voice and a financial role in the College's future.

Leadership Giving Officer

The Leadership Giving Officer (LGO) is a frontline fundraiser and vital member of Mount Holyoke College's Development Team. The LGO manages a portfolio of approximately 120 alums, families, and friends, cultivating relationships that lead to impactful philanthropic commitments, primarily at the \$100,000+ level. Reporting to the Director of Leadership Giving, this role contributes to the success of the College's upcoming comprehensive campaign by advancing strategic gift conversations while collaborating with internal and external partners. The LGO will travel frequently to assigned regions to engage key members of the Mount Holyoke College community.

The LGO partners across the Development team and requires empathy, curiosity, technical acumen, and a commitment to inclusive donor engagement. The LGO will have the opportunity to develop and be mentored in their skills as a major gift fundraiser.

Essential Duties

- Manage a portfolio of approximately 120 Mount Holyoke College alum and parent prospects, guiding individuals through the full donor cycle: identification, cultivation, solicitation, and stewardship.

- Conduct 100+ substantive donor interactions annually, including 20+ gift solicitations.
- Travel frequently to engage key members of the Mount Holyoke College community with an average of 10 – 15 face-to-face visits per month.
- Meet and exceed annual metric goals through caseload management, including qualification visits.
- Build meaningful relationships with alums, parents, and other supporters, leading to impactful philanthropic commitments.
- Participate in college-wide events and mandatory evening and weekend events.
- Collaborate with colleagues across Annual Fund, Gift Planning, Principal Gifts, Research, and Donor Relations to develop and implement integrated donor strategies.
- Secure Mount Holyoke Fund leadership-level annual gifts at the five- and six-figure level (Annual Fund).
- Secure planned gifts in partnership with the Gift Planning team that align with departmental and campaign fundraising goals.
- Contribute to a team culture centered on collaboration, transparency, and data-informed decision-making.
- Participate in ongoing professional development.
- Actively support Mount Holyoke College's commitment to creating a respectful, inclusive, and welcoming work environment.

Experience and Qualifications

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

- A Bachelor's degree is required.
- Two to four years of professional experience in fundraising or applicable and related fields (e.g. nonprofit, financial planning).
- Knowledge of fundraising best practices and campaign planning stages, ideally with direct experience closing five- and six-figure gifts.
- Desire to develop skills as a major gift fundraiser.
- Demonstrated ability to cultivate and advance relationships strategically and proactively.
- An unassailable sense of judgement and integrity.
- Personal capacity to thrive in a fast-paced environment.

- Ability to travel 35 – 50% of the time to different areas of the U.S. with occasional evening/weekend work.
- Strong interpersonal and organizational skills, along with written and verbal communication.
- High level of discretion and integrity in managing confidential information.
- Commitment to equity, inclusion, and respectful engagement with a diverse donor base.

Location and Schedule

The LGO can be based on campus in South Hadley, Massachusetts, or—with approval from senior leaders at MHC—work remotely from California, the Midwest, or New York City metro area.

Mount Holyoke College is situated on a 700-acre campus in South Hadley, located in one of New England's most beautiful and intellectually vibrant regions: the Connecticut River Valley, where the life of the mind finds fertile soil. Mount Holyoke is a member of the [Five Colleges Consortium](#) along with Amherst, Hampshire, and Smith Colleges and the University of Massachusetts Amherst.

South Hadley is a charming community with rich history, ample recreational opportunities, and convenient shopping, art, and cuisine. It is just 15 minutes away from Amherst and Northampton, 45 minutes from Hartford, Connecticut and Bradley International Airport, and 90 minutes from Boston.

Mount Holyoke is offering a hybrid working schedule for most employees, which allows employees to work in the office or remotely. Candidates should expect to work on campus as needed, including during key events.

Compensation

Mount Holyoke College offers a competitive salary budgeted in the range of \$100,000 – \$110,813 annually for this position. The exact compensation offered will be determined by experience. Information about the benefits package is available [online](#).

Interested in Learning More?

Mount Holyoke College has partnered with Talent Citizen to assist in this recruitment. Please reach out to President Tracy D. Welsh, Managing Director Rachel K. Partin, and Senior Associate Eva Kotilinek to share your resume and cover letter via email at: mhc-lgo@talentcitizen.com.

Mount Holyoke College is a women's college that is gender diverse. The College is committed to providing equal access and opportunity in employment and education to all employees and students. In compliance with state and federal law, Mount Holyoke College does not discriminate on the basis of race, ethnicity, color, genetic information, sex, national or ethnic origin, religion, age, physical or mental disability, marital status, sexual orientation, pregnancy, gender identity or expression, ancestry, veteran or military status, or any other legally protected status under federal, state, or local law.