TALENT CITIZEN

SMITH COLLEGE

Senior Director of Individual Giving

Northampton, MA

Smith College seeks a Senior Director of Individual Giving to lead a dynamic team of fundraising professionals during an exciting time of bold purpose and affirmation. For more than 150 years, Smith College has held true to its founding values of educating women of promise for lives of distinction and purpose. Students graduate from Smith with a strong sense of agency and a foundation for courageous leadership in service to their communities and beyond. In the Senior Director of Individual Giving, Smith seeks a leader made of similar cloth: clear vision, inclusive leadership, and a drive to succeed for the benefit of future generations.

Reporting to the Associate Vice President for Development, the Senior Director of Individual Giving (Senior Director) serves as a key member of the Office of Alumnae Relations and Development's leadership team, leading and managing the centralized major and leadership giving program and team. In collaboration with senior leaders, the Senior Director will set and implement the college's overall strategy for development work with individual, high-capacity donors. Serving as the primary liaison and a key champion for Athletics and Wellness, the Senior Director will partner with the Athletics Director to harness the growing enthusiasm for health and wellness and recommend a comprehensive, campus-wide plan to increase participation and philanthropic support for Athletics-related priorities. Working in partnership with colleagues across Alumnae Relations and Development, the Senior Director will guide their team to maximize all philanthropic support for Smith College, leading by example by cultivating their own gift portfolio.

The Senior Director will join Smith during a surge of excitement and unified vision as President Sarah Willie-LeBreton and the college community continue to actualize founder Sophia Smith's vision of preparing students for exemplary lives of service and leadership while championing a vision to meet the holistic needs of today's students. The intertwined relationship between academic excellence and the wellness of body and spirit is underscored by the launch of *Built for This: A Vision for Wellness and Athletics at Smith College*. As the opening tip-off initiative of the Compass 2035 strategic plan, the $150 million initiative centers on matching student needs with first-class facilities, dedicated faculty and coaches, and robust curricular and co-curricular investments that inspire confidence, joy, connection, and resilience for all students. Smith College, the birthplace of women's basketball and evergreen champion of women's collegiate sports, is achieving historic highs in student-athlete performance and rising national recognition for Smith's impressive NCAA Division III Athletics programming. Against the backdrop of growing fervor for women's sports with increased recognition for the impressive achievements of women athletes, the same heart-pounding ambition and competitive exhilaration at the first-ever woman's basketball game reverberates today.

The successful candidate will be an inspiring leader and an effective liberal arts champion with all constituents. They will have at least twelve years of directly applicable experience, including at least five years of management experience with demonstrated success conceiving and implementing major gift strategies that have resulted in significant increases of philanthropic support and engagement. They should have a history of working collaboratively with departmental leaders and designing development plans. Experience and/or affinity garnering support for a high-performing NCAA program is highly desired.

The Senior Director will possess a collaborative and collegial style, strong work ethic, intellectual curiosity, and enthusiasm for the mission and goals of Smith College. A player-coach approach coupled with strong experience working with staff and alums at different career and generational arcs is expected, as well as a track record of navigating a complex organization. Excellent organizational and interpersonal skills are necessary, with a philosophy of teamwork and hands-on implementation. Candidates must have a thoughtful, metrics-driven approach to their work and be able to set targets and goals that raise sights for giving based on campaign objectives and as directed by institutional leaders. Smith welcomes the interest of members of diverse communities and individuals who will promote and uphold the mission and values of Smith College, contributing to a culture in which all feel welcomed, supported, and able to do their best work.

Smith College

Founded in 1871, Smith College opened for classes in 1875 with 14 students guided by a mission to provide women with an excellent liberal arts education. Today, Smith is among the largest women's colleges in the United States, with students from 48 states and 67 countries. The college is situated on a 147-acre campus renowned for its stunning landscapes and views during any season. It is large enough to have the resources of a university, yet small enough to be an intimate community.

An independent, nondenominational college, Smith is among the top quartile of the most selective liberal arts colleges in the country and offers a broad curriculum. In 2000, the college established the first engineering program at a women's college. Its programs in the arts, humanities, and sciences have expanded to respond to the intellectual needs of today's students. In particular, Smith has earned a leadership position in preparing women for careers in scientific fields and ranks highly among colleges in the number of women graduates who earn doctorates in science and engineering.

Smith is primarily an undergraduate residential campus, designed by Frederick Law Olmsted that endures as an accredited arboretum and botanic garden, located in one of New England's most beautiful and intellectually vibrant regions: the Connecticut River Valley in western Massachusetts, where the life of the mind finds fertile soil. Smith College is a member of the Five Colleges Consortium.

With 2,500 undergraduates, 313 faculty members, and an 8:1 student-to-faculty ratio, Smith's enrollment and faculty size enable it to combine the curricular breadth of a small university with the close personal attention of a residential liberal arts college. This supportive academic environment is complemented by a student housing program in which most students (98 percent, typically) live in 41 self-governing residential houses accommodating from 10 to 100 students.

At Smith, the individuality of each student emerges. Smith students graduate confident in their academic and personal accomplishments. Students attracted to Smith are talented and strong-minded, often with a more academic or intellectual orientation than their peers and a commitment to public or civic issues. Smith has become intentionally and significantly diverse, leading most of the academy, especially in socioeconomic diversity. The 648 students who entered Smith in fall 2026 came from more than 550 different high schools and included 17 percent first-generation college students, 20 percent Pell Grant recipients, and 14 percent international citizens; 39 percent of domestic students in the latest class are students of color.

The college has made socioeconomic diversity possible through impressive financial aid, meeting the full demonstrated need of all students, implementing a "No Loans" policy and a commitment to cover 100 percent of the tuition for families earning $150,000 or less, and spending close to $100 million annually on

financial aid. By remaining "need aware" versus "need blind," Smith carefully stewards the financial aid budget to ensure that all aided students are able to take part in every aspect of a Smith education. An important example is that Smith uses a "homeschool fee" policy for study away, enabling students to study abroad—a longstanding feature of many students' programs—regardless of financial means. Smith has graduated an impressive cadre of leaders around the world. With its increased international appeal, the college expects to see an even larger group emerge.

Smith College's Strategic Plan & Concurrent Initiatives

In March 2026, Compass 2035, a strategic plan that strengthens the college's capacity to prepare every student for a life of purpose was launched, along with a companion Campus Use Plan, which provide guides for how Smith directs its energy and resources.

Compass 2035 defines four interdependent goals that fall into two broad, interconnected domains: ***Academic Experience*** *and* ***Campus & Community***. The strength of Compass 2035 lies in the connections among the initiatives that advance its four goals. Each initiative reinforces the others, forming a framework that is bold, purposeful, and enduring.

Importantly, Compass 2035 and many of its priority initiatives are extensions of recent and concurrent efforts that gained significant traction leading up to and beyond the college's 150th anniversary celebration in 2025.

Notably, as part of the college's many groundbreaking strides in accessibility over the past 150 years, The Next 150 Pledge, instituted in fall 2026, makes Smith College tuition-free for undergraduate students from families with an annual income of up to $150,000. By combining free tuition with loan-free aid, Smith became the first women's college in the nation to offer such a comprehensive program.

Compass 2035

Goal 1: Inspire and support academic excellence, exploration, and discovery.

Goal 2: Prepare students for fulfilling careers and a lifetime of leadership.

Goal 3: Foster well-being, belonging, and resilience across our community.

Goal 4: Strengthen institutional sustainability to ensure the college's enduring contributions to the world.

Smith ended fiscal year 2025 with an operating surplus of $4.1 million. The college's operating budget for fiscal year 2026 was approximately $316.9 million. As of June 2026, Smith's endowment stands at $3.2 billion, making it among the highest endowment-per-student rations in the nation.

Smith Athletics: A Legacy of Excellence—and a Future of Possibility

Smith's founder, Sophia Smith, understood that education, fully realized, transforms the whole person. Fostering the creativity and determination of its students to fully realize themselves in mind, body, and spirit remain core to Smith's mission. Compass 2035 renews this commitment through its $150 million initiative, *Built for This: A Vision for Wellness and Athletics at Smith College*.

Over a century ago, Smith student-athletes participated in the first-ever women's collegiate basketball game played in the Alumnae Gym. Less than a year after basketball was invented at a Springfield, Massachusetts YMCA, Smith's Director of Gymnastics, Senda Berenson, incorporated the game into her curricula, marking

Smith as the birthplace of women's basketball, a move that revolutionized the world of women's sport and redefined women's societal role at the turn of the 20th century.

Since being appointed Director of Athletics & Recreation at Smith in July 2015, Kristin Hughes M'93, and Smith's award-winning coaching staff have strived tirelessly to create an elite experience for Smith student-athletes that positions them to compete and win at the highest levels.

What they've built—in coaching culture, competitive spirit, pride, leadership, and academic experience—is extraordinary. Competing in NCAA Division III with the New England Women's and Men's Athletic Conference (NEWMAC), Smith Athletics, known as The Bears, sponsors 11 intercollegiate varsity teams as well as clubs and intramural sports. In the span of the past decade-plus, Smith Athletics has produced 31 All-Americans, won eight NEWMAC Championships, and became 2024 and 2025 Women's Basketball National Finalists.

Smith's basketball team has ranked in the Top 15 nationally for the last four seasons. The 2025-26 basketball season marked the team's sixth straight NEWMAC conference title and seventh straight national tournament. Smith's rowing team reached Top 10 in national ranking for the last three seasons. Smith Volleyball is having its strongest recorded start in history and achieved a ranking by the American Volleyball Coaches Association.

This competitive excellence extends academically. In 2026, the average GPA of student-athletes stands at 3.75 with 87 percent of varsity athletes carrying a GPA of 3.5 or higher. More than 120 student-athletes hold leadership positions across campus outside of athletics.

The spirit and achievements carried by these scholar-athletes in how they learn, persist, lead, and recover is inspiring Smith pride and connection across campus and among alumnae, and garnering the attention of fans and supporters of women in sports.

Momentum for philanthropic support of Smith Athletics is growing, as evidenced by record-setting achievements on Athletics Giving Day 2026, which raised $532,468 from 1,133 donors, outpacing its targeted goal by 77 percent, as well as a growing pipeline of pledged seven-figure gifts in support of the recently established Friends of Athletics Endowment and the $150 million campaign initiative that will realize significant physical upgrades to the Ainsworth athletics complex and improved accessibility across outdoor facilities. Smith's student-athletes and coaches will have the high-caliber training facilities needed to sustain and attract athletic champions and all students will have access to movement, competition, and restorative practice needed to thrive mentally, physically, and intellectually.

Kristin Hughes M'93

Director of Athletics & Recreation, Smith College

Kristin Hughes M'93 was appointed the Director of Athletics and Recreation in July 2015 and has made it her mission to position Smith as a nationally recognized athletics program, while providing an elite experience for all student-athletes.

During her tenure, Hughes has implemented groundbreaking projects such as the Friends of Athletics Endowment, new mascot, a facility and logo rebrand, and an annual Athletics Giving Day. Additionally, she has prioritized Diversity, Equity, and Inclusion initiatives for administrators, coaches, graduate assistants, and student-athletes, solidifying an NCAA grant for an administrator focused on student-athlete well-being and

DEI. Hughes elevates the status of athletics across campus. Under Hughes's leadership, Smith is in the midst of historic success, highlighted by competitive excellence in athletics and in the classroom.

Hughes served as the chair of the NCAA Division III Women's Basketball Committee during the 2025-26 season and was named the 2023 Women Leaders in College Sports Division III Nike Executive of the Year and the 2024 NACDA Athletics Director of the Year. In 2026, she was recognized as the WBCA Administrator of the Year.

Prior to Smith, Hughes was a widely respected athletics director for the Cleveland Heights-University Heights School District, where she supervised the operation of 27 athletic teams and 75 coaches. Before her time in Ohio, Hughes was the head women's basketball coach at Colgate University from 2004 - 2007. Hughes served as the Case Western University women's basketball coach for 11 seasons and was elevated to interim director of athletics, assistant director of athletics and primary women's administrator. At Smith, Hughes oversees intercollegiate teams competing in the NCAA Division III, club and intramural sports, multiple athletic, recreation, and fitness facilities, and a large and robust recreation program that serves the entire college community. Hughes received a bachelor's degree in biology and secondary education from Elms College and a master of science in exercise and sports studies from Smith College.

Betsy Carpenter
Associate Vice President for Development
Office of Alumnae Relations and Development, Smith College

Betsy Wydra Carpenter '93 is the Associate Vice President for Development at Smith College. In her role, Betsy oversees the college's direct fundraising units including individual giving, planned giving, annual giving, international advancement, and development for the Smith College School for Social Work.

She works with the Vice President for Advancement to direct the college's programmatic fundraising efforts, helps to staff the External Engagement Committee of the Board of Trustees, and is responsible for the reporting and analysis on development results.

During her 28 years in the development division at Smith, Betsy has held a variety of positions including Director of Development, Campaign Director, and Director of Annual Giving. Betsy earned a bachelor's in English from Smith College. She also has a Master's of Library and Information Science from Simmons University.

Alumnae Relations and Development at Smith College

The Office of Alumnae Relations and Development at Smith College is a high-performing and integrated team of approximately 70 professionals that achieved impressive success in 2026, with total new commitments from more than 12,000 donors attaining $73 million, exceeding Smith's $65 million annual goal by 13 percent with unrestricted annual giving reaching $12 million.

A series of fundraising campaigns has raised a total of $605 million in recent years, including Smith's $486 million *Women for the World* campaign—at the time the largest and most successful campaign undertaken by a women's college—and *Here for Every Voice*, a major scholarship initiative.

With Vice President for Advancement, Heather McDonald's arrival in July 2026, Smith's Office of Alumnae Relations and Development continues to advance key philanthropic initiatives, invest in enhancements, and plan for maximizing its strengths for an upcoming comprehensive campaign.

In 2020, Smith received the largest outright gift in its history, $50 million in support of financial aid and career development. Recent endeavors include: a $120 million transformation of the Neilson Library completed in spring 2021; the newly renovated $35 million Kathleen McCartney Hall that houses the Lazarus Center for Career Development and the Wurtele Center for Collaborative Leadership, hubs for career development and leadership training; and a $210 million Geothermal Energy Transition capital project aimed at lowering campus carbon emissions by 80 percent to reach carbon neutrality by 2030.

Leading up to 2025, the College's 150th anniversary celebration and associated outreach catalyzed participation and provided opportunities for strengthening connections and giving among alums, current students, and recently graduated classes.

The College distinguishes itself by achieving industry-leading participation rates. While industry-wide annual giving participation continues to decline nationally, Smith achieved a strong recovery, rising 3 percentage points to 25 percent undergraduate participation with promising increases in donor activity seen in Smith's GOLD+5 (15 most recently graduated classes). In response to a FY26 $2.6 million matching gift challenge, participants in the 1875 Sophia Smith Leadership Society contributed $3.7 million—an impressive 392 percent increase from FY25. Additionally, Smith's 32-member Board of Trustees leads by example with a 100-percent participation rate in giving annually, with board commitments to scholarship funds alone totaling over $4 million.

Senior Director of Individual Giving

As a senior member of the Office of Alumnae Relations and Development, the Senior Director of Individual Giving leads and manages Smith College's major and leadership giving program and teams. Reporting to the Associate Vice President for Development, the Senior Director also serves as the fundraising partner to the Athletics Director, supporting philanthropic investment in the college's athletics and wellness initiatives. The Senior Director will recommend a comprehensive, campus-wide plan to increase participation and philanthropic support for Athletics-related priorities; inclusive of capital projects, the annual athletics day of giving, and other programs in support of athletic teams and wellness programming.

The Senior Director is a lead strategist on individual giving efforts for the college overall, supervising a team of seven centralized professionals and providing thoughtful management and coaching to ensure strategic fundraising goals are met that align with the College's strategic plan. Working within college and departmental strategy and priorities, and in partnership with the Smith Fund, reunion giving and milestone programs, planned giving, principal gifts, alumnae and donor relations, and other key partners, the Senior Director will guide their team to maximize all philanthropic support for Smith College; including carrying their own portfolio.

Essential Duties

Program Leadership & Management
In collaboration with management, the Senior Director will set and implement an ambitious strategy for development work with individual, high-capacity donors.

- Responsible for setting goals and metrics for the individual gifts program and supporting staff in understanding and meeting those metrics.
- Assure portfolio managers' fluency in and in-depth knowledge of college priorities, college statistics and pride points, gift vehicles, policies and procedures, and best practices in fundraising from individual donors.
- Support regular meetings with gift officers and other development colleagues to conduct focused, effective prospect reviews and strategy discussions.
- Assist executive and senior leadership in Development in providing the highest level of support for all presidential-level fundraising activities and ensure that other members of the campus leadership team are prepared and supported in their interactions with prospective donors.
- Assign philanthropic officers and/or serve as liaison (a) to centers and other priority program areas on campus, and (b) with regional and special initiative volunteers as needed.

The Senior Director will collaborate intentionally with colleagues to ensure that the individual gift program is integrated into a strategic, comprehensive institutional alumnae engagement and fundraising program.

- Serve on the Development leadership team to ensure the team's work is integrated into, and operates in cohesion with, overall fundraising strategies and other activities of the department and the college.
- Manage a team of individual gift officers and support staff. Set individual staff goals and conduct staff performance reviews. Conduct searches for team vacancies.
- Determine and assign efficient deployment and supervision of administrative support staff. Supervise, support, and mentor the frontline fundraisers toward optimal performance in identification, qualification, cultivation, and solicitation of donor prospects.
- Establish and monitor metrics to measure progress against goals. Lead team in successful collaborations with departmental colleagues.
- Ensure the gift officers and administrative support staff are appropriately trained and effectively (a) follow Smith's policies and procedures that impact their work, including, but not limited to, Gift Acceptance and Travel policies and (b) use established technological tools such as Salesforce and Workday.
- Actively partner with key colleagues in Advancement Operations to ensure that technology solutions and tools that enhance individual fundraising efforts are maximized.

The Senior director will oversee and manage the program budget, aligning it to program strategy.

- Ensure open communication with departmental peers around cost sharing for joint efforts.
- Monitor spending, adjusting program planning as needed and communicating with Advancement Operations regarding any major changes.

Prospect Management

- Operating as a gift officer for Smith College, this position will manage an assigned pool of donor prospects where gift conversations will include comprehensive support for Smith with a focus on Athletics priorities.
- Focusing on Smith's top athletics prospects, work with and support the President, Director of Athletics, Vice President of Advancement, board of trustees, and other key fundraising volunteers; as well as collaborate with the overall alumnae engagement and fundraising program inclusive of other gift officers, alumnae relations colleagues, event specialists, communications specialists and other professional colleagues.

- Manage a select group of major giving prospects, leading by example and modeling effective donor identification, qualification, cultivation and solicitation principles and strategies.
- Maintain frequent personalized contact with assigned prospects, often traveling to meet with donors. Meet established metrics and goals for the number of visits, solicitations and other meaningful contact with assigned prospects. Promptly submit contact reports, update ask tracking system, and other essential follow up activities.
- Model following institutional policies and procedures for closing gifts. Analyze activities to achieve progress toward stated goals.
- Participate in team meetings, task forces and committees as required. Back up other staff needs as necessary. Perform related duties as required. Perform other duties as assigned by management.
- All employees are expected to participate in the College's efforts to create a respectful, inclusive, and welcoming work environment.

Experience and Qualifications

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

- A minimum of 12 years of experience as a successful frontline fundraiser. At least five years of proven effective experience as a manager of fundraising professionals and support staff teams is required.
- Flexible work schedule required with the ability to travel, and to work nights and weekends.
- Ability to lead by example and to motivate and inspire the team to high performance standards.
- Ability to set ambitious yet realistic goals, to model best practices.
- Ability to hire, supervise, evaluate, and retain high performing staff.
- Ability to develop and implement targeted donor strategies in collaboration with colleagues, program staff, and executive leadership.
- Superb relationship building and communications skills, both with external constituents and with internal campus colleagues.
- Superior analytic, strategic thinking, and problem-solving capabilities balanced with a calm and thoughtful demeanor under pressure and when dealing with challenging people and situations.
- Ability to work collaboratively and appropriately with senior college officers and faculty and high-level volunteers.
- Results-driven, highly organized, and able to manage multiple priorities.
- Ability to manage confidential information with appropriate discretion and tact.
- Strong computer skills and technical literacy are essential, comfort with learning and using CRMs, Microsoft Office, Google Workspace tools, video conferencing tools, etc.

Location, Schedule, and Compensation

Smith College provides a competitive compensation package with a salary anticipated to fall in the range of $150,000 to $190,000 for this role. The exact compensation offered will be determined by individual qualifications and experience and internal equity. Information about the benefits package is available online.

This is a Northampton-based position. Smith College offers a hybrid working schedule for most employees, which allows employees to split time working in the office and remotely. Senior Director candidates should expect to work on campus three days a week with consideration given for travel schedules.

Northampton, also called Paradise City, is the quintessential college town. Nestled in the Connecticut River Valley in western Massachusetts, Northampton is home to restaurants, bookshops, clothing stores, cafés, music venues, galleries, and hiking and biking trails—all within walking distance of campus. Northampton is 45 minutes from Hartford, Connecticut and Bradley International Airport, two hours from Boston and three from New York City.

Interested in Learning More?

Smith College has partnered with Talent Citizen to assist in this recruitment. Please reach out to President Tracy D. Welsh and Managing Director Rachel K. Partin to share your resume and cover letter via email at: sc-sdig@talentcitizen.com.

Smith College is an equal opportunity employer and complies with all state and federal laws that prohibit discrimination. Please review Smith's EEO Policy Statement. Women, underrepresented racial groups, veterans and individuals with disabilities are encouraged to apply.

As set forth in its mission and values, Smith College is committed to promoting a culture of equity and inclusion among students, staff, and faculty. The College will not discriminate in employment on the basis of age, race, color, ethnicity, national origin, creed, religion, sex, sexual orientation, gender identity, gender expression, pregnancy, genetic information, age, veteran status, physical or mental disability, or any other classification protected by law.

Consistent with the Americans with Disabilities Act (ADA) and Massachusetts General Law, Chapter 151B, it is the policy of Smith College to provide reasonable accommodation when requested by a qualified applicant or employee with a disability, unless such accommodation would cause an undue hardship. The policy regarding requests for reasonable accommodation applies to all aspects of employment, including the application process. If reasonable accommodation is needed, please contact our recruiting team at: recruiting-u@smith.edu.