



THE 360 GROUP
— EXPECT THE UNEXPECTED —

Institute for Sustainable Communities

Vice President of Development

Position Description & Candidate Profile

Vice President of Development

Location

Flexible, with travel up to 50% (*All travel currently on hold due to COVID-19*)

Reports to

President

Our Client

The Institute for Sustainable Communities (ISC) is in the business of unleashing the power of people to transform their communities in the face of climate change. ISC's mission is to help communities around the world address environmental, economic, and social challenges to build a better future shaped and shared by all.

Since its founding in 1991 by former Vermont Governor Madeleine M. Kunin and George Hamilton, ISC has led transformative, community-driven projects supporting a community's ability to meet challenges head-on across the globe. The operating budget has ranged from \$7 to \$10 million over the last 5 years; there is a strong 13-member Board of Directors, a global staff of 55, and aggressive growth goals. ISC's new President, Deeohn Ferris, is the first African American woman to lead a U.S.-based international climate change organization.

Focusing on community resilience, cities, and factories, ISC's unique approach ensures that solutions emerge from within the community, rather than being imposed from the outside. Equity and inclusion, partnerships, civic engagement, institutional development, and peer learning are essential elements to achieving sustainability. These elements depend on creating and maintaining high-trust relationships, based on good information, open communication, generosity, listening, and respect. With these values in mind, the core of the ISC model is to share international best practices and experience, provide technical expertise and training, and build the capacity of local organizations. Through this critical work, ISC is sparking creative solutions and lasting change.

In the U.S., ISC has been accelerating climate and sustainability solutions through both regional collaboration and community driven solutions – with a particular focus on the most vulnerable communities and populations. Programs such as the [Partnership for Resilient Communities](#) focus on building the capacity of local community leaders in traditionally underserved communities, so they can not only bounce back quickly, but bounce forward to improved environmental, social and

economic health and wellbeing. Through regional collaboration programs, such as the [SE Florida Climate Compact](#), ISC is connecting cities and counties to share best practices, data, decision-making, and resources to address common climate risks.

In Asia, ISC's diverse portfolio includes programs [Advancing Industry's Potential to Drive Change](#), including public-private partnerships establishing entrepreneurial training centers in China, India, and Bangladesh that have trained more than 40,000 factory managers in all aspects of sustainable manufacturing – including energy efficiency, water stewardship, chemicals and wastewater management, and worker health and safety. Recognizing the importance of building the resilience of manufacturing communities, ISC is a co-implementer of the [Women + Water Alliance](#) that is changing how water is managed sustainably, as a shared, public resource across the apparel value chain – from communities in cotton growing regions to those surrounding fabric mill producers and garment factories.

ISC is committed to the values of equity and inclusion. Adverse climate effects disproportionately affect vulnerable, under-represented communities. ISC's ground-up approach puts these values at the core of the organization and its work. We invite you to learn more about the Institute for Sustainable Communities at <https://sustain.org>.

Position Responsibilities

ISC seeks a Vice President of Development to drive new revenue opportunities, refine ISC's business model, and continue the development of ISC's funder base and revenue sources. This position is the key revenue driver of the organization, responsible for both short-term and long-term revenue goals and, over time, will diversify ISC's resource base. The successful candidate will be motivated by the organization's mission, that of its partners, and by embedding equity in climate change and sustainability policy and investments, in addition to how much money is raised year over year. The Vice President of Development will drive how the organization and its work is perceived by a wide array of audiences – current and potential funders and partners, companies, institutions, and the general public – and help to elevate ISC's profile as a thought leader and actor in integrating equity in the discourse of the climate and sustainability field.

The Vice President of Development will have a broad-based mix of experience and skills to promote ISC globally, attracting funding to grow the size and scale of the organization, and continue to advance ISC's role in community impact. S/he will oversee and support the identification, cultivation, solicitation, and stewardship of individual, government, corporate, and foundation donors, and drive efforts to broaden the donor base and revenue streams. As the primary architect of ISC's

growth strategy, the new Vice President of Development will have the opportunity to help design programming, craft campaigns, forge meaningful alliances, and interact with major influencers in the field. The Vice President of Development will shepherd a bold vision in partnership with the President, Board, and senior staff with the goal of ensuring that the ISC is well positioned in this rapidly evolving and competitive environment, building strategies and best-in-class systems and processes.

More specifically, the Vice President of Development will be responsible for:

Business Development

- Ensuring that ISC meets both short-term and long-term annual revenue targets to best position the organization to achieve its goals
- Increasing the knowledge of current and prospective funders regarding the centrality of equity and community inclusion to climate change and sustainability solutions
- Helping drive ISC's business development strategy by broadening the definition of resource development beyond traditional fundraising, consistently assessing capacity and resources to ensure that the organization is well positioned to accomplish its objectives
- Assessing and developing ISC's capacity to expand its resource base through strategic and tactical planning, staff and board development and participation, and through identifying, cultivating, soliciting and stewarding current and prospective funders
- Developing and managing relationships with major foundation, government, individual and corporate donor prospects and a strategy to realize increased contributions from existing funders
- Identifying and developing new opportunities with corporate, foundation and government donors for ISC's programs in the US and Asia, working with program and development staff to ensure the submission of best-in-class proposals
- Providing high-level advice and support to the President, Board members and key development staff on identifying and closing major funding and partnership opportunities

Business Modeling

- Evaluating ISC's current business model and identify opportunities to drive revenue through new and existing channels, domestically and internationally
- In partnership with ISC's leadership and Board, leading the organization's efforts in establishing a new business model that will enable the organization to be a catalyst in directing resources to achieve greater global impact

- Developing new revenue streams for ISC, including developing strategic partnerships with funders, donors, companies, institutions and private foundations, and using other creative approaches and innovative channels to create a variety of vehicles for revenue and impact

Strategic Marketing

- Collaborating with the marketing and communications staff to ensure that ISC's strategy and goals are articulated to all constituents in a clear, compelling, and approachable fashion
- Assessing the market opportunity for ISC to engage funder/donor support, and creating and implementing an effective strategy for donor engagement
- Collaborating with programs, operations, and communications to integrate organizational measurement and impact in messaging to our key stakeholders

Leadership

- Effectively leading and managing a small, dedicated team of development professionals, restructuring and growing the team

Profile of the Successful Candidate

ISC seeks a skilled, creative, and innovative professional with well-honed, demonstrated business development, deal-making, fundraising, networking and partnership development skills on a national or international scale, to bring together the internal and external development strategies, functions and programs of the organization. The Vice President of Development values and strives to demonstrate the values of equity, diversity and inclusion, and will balance a range of responsibilities and work to take the organization to an even higher level of excellence.

More specifically, ISC seeks a dynamic professional who demonstrates the following attributes:

- Bachelor's degree and 15 years' experience with progressive senior leadership responsibilities in business development, including internationally
- Strong political savvy, equity acumen and the ability to articulate what equity means in communities
- Ability to think strategically and creatively, translating abstract ideas into executable actions; experience in formulating short-, medium- and long-term operating plans
- Ability to foster an environment that results in efficient and effective organizational management

- Ability to forge relationships and pragmatic solutions in environments characterized by ambiguity and complexity
- A communicative and collaborative approach, demonstrated through strong written and oral skills as well as strong listening skills
- An inclusive, consensus-building leadership style both in and out of the public spotlight that simultaneously inspires Board members, staff, funders, and partners and honors equity as a core organizational value
- Excellent interpersonal skills, with a proven track record of being able to motivate and inspire others
- Experience driving mission-oriented innovative business models, strategic direction and driving revenue growth through inventive channels
- A proven track record of meeting or exceeding short-term and long-term revenue goals

Start Timeframe

We seek to have someone in place by Winter 2020.

Compensation

This position offers a competitive salary and includes a comprehensive benefits package. We actively welcome all candidates from a wide range of backgrounds who have the skills to fulfill this role – regardless of compensation history.

To Apply

All applications are held in strict confidence. Please submit your credentials and a letter of interest through our private applicant portal to The 360 Group at:

<https://the360group.us/portal/>

Applications should be directed to the attention of Maureen Capitolo, Principal. Applications will be reviewed on a rolling basis. Earlier applicants may receive priority consideration. To be considered, The 360 Group encourages all interested candidates to submit their applications promptly, via the confidential applicant portal linked above.

At The 360 Group, we know that a richly diverse mix of professionals makes organizations more effective. Using that principle as our “North Star,” we make diversity a hallmark of our firm, and all of our search engagements.

Learn more about The 360 Group at the360group.us.