



THE 360 GROUP
EXPECT THE UNEXPECTED

Oregon Museum of Science and Industry

Vice President of Development

Position Description & Candidate Profile

Vice President of Development

Location

Portland, OR

Reports to

President and CEO

Our Client

The Oregon Museum of Science and Industry (OMSI) is a center of excellence in science teaching and learning and a valued destination for the community. Located in the heart of Portland on the Willamette River, it's well-suited to anchor the further development of a thriving urban community. Founded in 1944, MSI is ranked as one of the nation's top ten science museums and a world-class tourist attraction and educational resource. The museum features five exhibit halls and eight science labs offering 219,000 square feet of brain-powered fun through hundreds of interactive exhibits and hands-on demonstrations. This multi-attraction complex features a big screen Empirical Theater, the Pacific Northwest's largest planetarium, and a retired U.S. Navy submarine. MSI also offers a variety of programs for all ages, Camps Gray and Hancock for outdoor science, and one of the largest outreach programs in the nation, taking innovative science and technology experiences "on the road" to students, teachers and communities in five Western states.

MSI's ambitious 20-Year Vision, in collaboration with partners, will ignite an education transformation at the intersection of science, technology, and design, and weave a thriving innovation district into the fabric of Portland that spreads opportunities across the Northwest. Its mission is to inspire curiosity through engaging science learning experiences, to foster experimentation and the exchange of ideas, and to stimulate informed action. The Portland-metro community are active partners in creating this plan, which positions MSI as a leader in realizing larger community goals.

MSI's long-term strategic priorities include:

- Increasing MSI's local and regional impact through STEAM learning
- Investing in MSI and its tools to elevate participant and staff experiences

- Planning for future museum and surrounding area development
- Continuing to build partnerships and financial support to increase contributed and earned revenue

OMSI does not receive public funds for operations, though it does receive federal grants for exhibition and program development; the generous support the organization obtains through individual, corporate, and foundation giving is critical to its work. OMSI's approximate budget totals \$18-20 million annually as it continues its rebound from COVID-related disruptions. Looking ahead at priorities, OMSI is reimagining boundaries, including pursuing a visionary design for the OMSI District Project that includes comprehensive redevelopment of space outside the building. OMSI is advancing equity and inclusion and catalyzing action for complex challenges, which include elevating the learning and exhibition work of a large, private, science education museum. Expanding education tools and access, empowering educators, addressing climate and environmental issues, and strengthening its internal infrastructure to envision and support this change are among OMSI's goals. OMSI comes to this expansive, generative work with cultural humility, listening to and including multicultural partners and community participants throughout the region. It remains nimble, flexible and open to change as it reimagines the future of space, learning, and all those it serves.

The Vice President of Development will have an exciting and rewarding opportunity to help build OMSI's next phase of transformative growth. The impact of OMSI's work has never been more important or more evident. OMSI provides access to engaging science learning experiences for all, regardless of circumstance.

Learn more about OMSI at <http://www.omsiedu>!

Position Responsibilities

OMSI seeks an authentic, collaborative, and inclusive Vice President of Development who will provide vision, leadership, and direction at one of the nation's most innovative science education organizations. The Vice President of Development is responsible for strategy, planning, and leading all aspects of OMSI's development programs, including individual, planned giving, corporate, institutional, government, online, event, and campaign giving that will increase OMSI's contributed revenue and achieve all fundraising campaign goals. The Vice President of Development reports directly to OMSI's President and CEO and serves as a member of the organization's leadership team.

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

Leadership and Management

- Providing vision, strategy, and leadership to create a robust development program that strengthens fundraising best practices and ensures annual increases in unrestricted contributed revenues at 5% or more
- Providing strategy, oversight, and accountability for the development team's annual budget that brings in approximately \$3 million in revenues and \$1.6 million in expenses, as well as revenue for project and campaign budgets as determined by OMSI's 5-Year Strategic Plan
- Providing support to the President and CEO and Board of Trustees in their fundraising activities, including preparing briefings and strategizing for donor calls and meetings, managing their portfolio assignments, accompanying them on solicitations, and debriefing with them on donor outreach
- Partnering and working closely with the Vice President of Learning Experiences to develop federal grant strategies aligned with strategic priorities to support research, programs, exhibitions, and capacity building with approximately three to five submissions per year
- Increasing OMSI's profile among business, philanthropic and civic organizations
- Employing a strong equity lens to advocate effectively in the community and region for OMSI and its needs
- Participating as a committed, valued, and collegial leader of OMSI's Leadership team who recognizes the contributions of others and promotes and strengthens inter-departmental communication

Fundraising

- Developing and implementing OMSI's fundraising strategy, assessing and strengthening advancement processes and systems, content strategy, cases of support, portfolio and prospect management, prospect research, and marketing campaigns
- Leading, planning, and implementing comprehensive campaign strategies that enhance philanthropy and build on OMSI's capacity for major, leadership and principal gifts for successive OMSI 5-Year Plan strategic campaign initiatives as well as a future comprehensive campaign for the OMSI District, likely generating significant resources totaling \$60+ million
- Partnering with President and CEO, leadership team, marketing team, trustees, and volunteers to build campaign readiness, communications plans,

case development, and capacity to build public support for the OMSI District campaign and close the current Accelerated Campaign

- Leading targeted strategies that enhance unrestricted philanthropy and secure major and principal gifts from individuals, corporations, and foundations
- Developing, cultivating, and maintaining strong relationships with OMSI's major donors and uncovering new opportunities for support
- Planning and developing new strategies and tactics to reach new partners, donors, and funders reflecting the rich diversity of the Northwest region, including BIPOC, gender, socio-economic, and generational diversity
- Planning, leading, and building an increasing level of donor support for the J.C. Stevens Legacy Society
- Overseeing fundraising revenues and expenditures
- Developing, prioritizing and setting short and long-term team development goals with clear lines of accountability measures and performance metrics that ensure overall fundraising success
- Managing an effective prospect research program, continuing to build a systematic effort to increase the base of supporters for transformative campaign gifts as well as integrating planned giving opportunities
- Serving as the primary leader in the cultivation of high-capacity donors
- Keeping abreast of emerging fundraising trends, including innovative strategies for soliciting and stewarding new generations of donors, digital and social media fundraising, and transformational giving

External Partnerships

- Developing and maintaining positive, collaborative, and trusting relationships with external partners and funders, as well as across OMSI, to ensure cross-collaboration, fluidity, and integration of development activities
- Serving as an ambassador who effectively communicates OMSI's programs and strategic direction to diverse internal and external audiences at public functions, events, and meetings to raise the visibility of the organization as a philanthropic entity
- Working and traveling regionally on weeknights and weekends as needed for donor solicitations and cultivation

Profile of the Successful Candidate

The Vice President of Development will be a dynamic, persuasive leader and strategist with a growth mindset who is passionate about OMSI's mission. The

successful candidate will be an open, flexible, and transparent leader; an active listener with strong emotional intelligence and a passion for science and equity; and will help create a best-in-class, achievement-oriented environment built on aspirational goals, accountability, and fundraising excellence.

More specifically, OMSI seeks a professional who embodies the following:

- A minimum of seven years of experience in leading successful development programs, including experience with multi-year fundraising campaigns and/or public-private partnerships
- Proven ability to hire, manage, mentor, inspire, and retain a successful development team
- Demonstrated experience in the successful solicitation of five- and six-figure major gifts
- Passion and enthusiasm for building new and cultivating existing donor and prospect relationships
- Deep interest and experience in understanding a range of diverse cultural differences and the ability to work effectively with people from a range of social, ethnic, cultural, and tribal backgrounds
- Demonstrated success in building productive, long-term relationships with executives, teams, boards, volunteers, and donors
- Demonstrated ability to bring strategic thinking, high emotional intelligence, and systems-driven leadership to setting and meeting development and campaign goals
- A high degree of financial acumen with experience in fundraising and budget analysis, forecasting, and planning
- A communicative and collaborative approach to organizational management and strategy development
- Strong written and oral skills as well as strong listening skills
- The ability to understand and translate information and persuade audiences
- Demonstrated ability to work effectively with Board members, staff, and supporters
- An appreciation for differences and the need for inclusive, access-centered, and equitable practices both in the workplace and in communities
- A track record of effective and judicious deployment of financial resources and operating within a budget
- Commitment to lifelong learning and the ability to help an organization and team learn and grow continuously

- Ability to travel as necessary and attend program and fundraising activities as needed, including evenings and weekends

Start Timeframe

We seek to have someone in place in early 2025.

Compensation

The salary for the Vice President of Development will be \$153,092 and includes a comprehensive benefits package. This salary is non-negotiable and in line with OMSI's abiding commitment to fair and equitable compensation and hiring practices. 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 Melissa Ulum. 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.