



Employment Opportunity

POSITION: Vice President, Individual Giving
LOCATION: Chicago, IL
REPORTS TO: President and Chief Executive Officer
COMPENSATION: Competitive; Commensurate with experience

ABOUT US:

Nuestros Pequeños Hermanos (NPH) means “Our Little Brothers and Sisters” in Spanish. NPH transforms the lives of vulnerable children in Bolivia, the Dominican Republic, El Salvador, Guatemala, Haiti, Honduras, Mexico, Nicaragua, and Peru. Together, we help children overcome poverty and become productive, caring leaders in their own communities. Founded in 1954 by Father William Wasson, NPH is supporting nearly 8,000 children, both inside and outside our homes, ensuring they have a safe and nurturing place to live, an education, clothing, healthcare, and a strong family support system. In addition, NPH’s St. Damien Pediatric Hospital in Haiti is the only pediatric medical facility in the entire nation of 11.5 million people, employing more than 500 Haitians and serving thousands of children and expectant mothers each year.

NPH USA, a fundraising organization for NPH International, is headquartered in Chicago with fundraising offices in three areas covering the West and South; Midwest; and East Coast. NPH International is headquartered in Mexico, with other fundraising offices in Europe, Australasia, and Canada.

Mission

NPH USA connects supporters’ passions and interests to the transformational work of Nuestros Pequeños Hermanos impacting the lives of children, families and communities in Latin America and the Caribbean.

Vision

We envision a world where vulnerable children, families, and communities have access to the resources and opportunities they need to thrive.

Organizational Imperatives

- Honor Donor Relationships
- Fulfill Commitment to NPHI
- Financial Sustainability and Accountability

Values

- Show GRATITUDE in all we do
- Foster authentic RELATIONSHIP and true connection
- Act with INTEGRITY always
- Accept RESPONSIBILITY for our mission and our commitments
- Work in COLLABORATION to achieve more together
- Operate with TRANSPARENCY and honesty
- Embrace DIVERSITY, EQUITY and INCLUSION, building a better organization and a better world

POSITION SUMMARY:

NPH USA is seeking a Vice President of Individual Giving to lead and grow its national mid-level giving program, ensuring a strong donor pipeline and maximizing engagement with supporters. This role will be responsible for developing and executing a comprehensive individual giving strategy that drives revenue growth and deepens donor relationships.

Reporting to the President and Chief Executive Officer, the VP will oversee a team managing region-specific donor portfolios, ensuring alignment with organizational fundraising goals. This is a unique opportunity for an experienced development leader to drive mid-level giving success while fostering a culture of philanthropy and donor stewardship.

Key Priorities & Responsibilities

Strategic Leadership & Revenue Growth

- Develop and implement a national individual giving strategy to increase donor engagement and revenue within NPH USA's mid-level giving portfolio.
- Lead and expand NPH USA's mid-level giving program, overseeing a team responsible for regionally managed portfolios and strategic engagement.
- Strengthen the donor pipeline by ensuring seamless acquisition, cultivation, stewardship, and transition to major gifts when appropriate.
- Drive initiatives to grow the mid-level gifts portfolio (\$1,000–\$9,999 donors) through targeted cultivation and engagement efforts.
- Establish clear revenue goals and key performance indicators to measure individual giving performance and return on investment.

Donor Engagement & Relationship Management

- Cultivate and manage a portfolio of mid-level donors, including those engaged through regional boards.
- Oversee donor recognition and stewardship programs, ensuring meaningful engagement and retention.

- Develop personalized donor strategies, collaborating with the Individual Giving team to strengthen relationships and enhance long-term giving potential.
- Partner with marketing to align donor messaging and storytelling with fundraising objectives.

Team Leadership & Cross-Department Collaboration

- Lead, mentor, and support a high-performing individual giving team, setting clear goals and accountability measures.
- Partner with NPH USA leadership to align fundraising efforts and develop scalable donor engagement strategies.
- Collaborate with finance and operations teams to ensure accurate gift tracking, reporting, and compliance with fundraising best practices.
- Serve as a key spokesperson and advocate for NPH USA's fundraising priorities, engaging internal and external stakeholders.

IDEAL EXPERIENCE AND PERSONAL CHARACTERISTICS

Experience:

- *10+ years of progressive fundraising experience, with a strong background in individual giving. Executive leadership experience, preferred.*
- *Proven ability to manage and scale donor engagement programs, including annual and mid-level giving.*
- *Demonstrated success in leading fundraising campaigns and leveraging established programs to attract and retain donors.*
- *Experience in managing development teams, fostering a collaborative, results-driven culture.*
- *High proficiency with CRM systems (Salesforce preferred) and data-driven fundraising strategies.*
- *Familiarity with nonprofit international development and child welfare organizations is a plus.*

Characteristics & Skills:

- Mission-driven and passionate about NPH USA's work and values.
- Strong strategic and analytical thinker, with the ability to balance vision and execution.
- Exceptional relationship builder, skilled at engaging a variety of stakeholders including long-term supporters, high-net-worth donors, board members, and global partners.
- Collaborative leader, capable of inspiring and motivating teams and able to successfully work across departments.
- Excellent written and verbal communication skills, with the ability to craft compelling donor messaging.
- High level of integrity, accountability, and emotional intelligence in working with diverse constituencies.
- Ability and willingness to travel domestically and internationally, as needed.

This is an exciting opportunity to play a pivotal role in advancing NPH USA's mission by strengthening individual giving and ensuring long-term philanthropic support. If you are a dynamic, strategic, and relationship-driven fundraising leader, we encourage you to apply!

How to Apply

Send resume and cover letter to recruiting@nphusa.org. Please no phone calls or outside agencies. NPH USA is an Equal Opportunity Employer. We value diversity in the workplace and encourage applicants from all backgrounds.