

KOYA

LEADERSHIP
PARTNERS

NPH USA

Director of Sponsorships



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NPH USA
Chicago, IL

ABOUT NPH USA

NPH USA transforms the lives of abandoned and disadvantaged children with homes, healthcare and educational programs, making a positive impact in Latin America and the Caribbean.

NPH USA supports Nuestros Pequeños Hermanos (NPH, Spanish for "Our Little Brothers and Sisters"), which is raising more than 3,400 orphaned, abandoned, and disadvantaged boys and girls in Bolivia, the Dominican Republic, El Salvador, Guatemala, Haiti, Honduras, Mexico, Nicaragua and Peru. An additional 2,300 children who live outside the homes receive scholarships, meals and healthcare. NPH community outreach programs provided over 99,000 services in 2015.

NPH's children are not placed for adoption. They are welcomed with the security of knowing they will be able to stay with their siblings and that they have a family for life with their new brothers and sisters at NPH. NPH focuses on each child receiving a quality education, opening opportunities to pursue a university degree or learn a trade. NPH believes education is the foundation for true change. The organization raises each child with a strong work ethic. The children contribute to their family by doing daily tasks such as cleaning, cooking or growing food. They learn about the importance of commitment and caring for others. The children give back a year of service to their extended NPH family before entering high school and another before college. They share the responsibility of raising the family and extend the chain of unconditional love that makes NPH strong.

As the fundraising arm of NPH, NPH USA is headquartered in Chicago, IL. In addition to their national office, NPH USA has six regional offices: Bellevue, Washington; Minneapolis, MN; Quincy, MA; and Scottsdale, AZ.. Each regional office is working in tandem to build support for the mission.

Founded in 1965, NPH USA raises funds, organizes volunteer efforts, and connects sponsors with children, measuring their success one child and one program at a time. By being part of the NPH family, sponsors, donors and volunteers see the tangible difference they make in the lives of the children, and are also changed themselves.

Boasting a budget north of \$16M, in 2015, NPH USA provided \$10.9 million of support to NPH International in cash and materials. One-third of NPH USA's funding is raised through sponsorships. People around the world support children as a sponsor, which provides food, clothing, healthcare, education and homes. Sponsors are a key part of the NPH family offering critical emotional and financial support.

For more information on NPH USA, please visit <https://www.nphusa.org/>.

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THE OPPORTUNITY

The Director of Sponsorships (Director) will be responsible for the overall child sponsorship revenue stream. S/he will develop a comprehensive plan for sponsor recruitment and retention including metrics, standards and goals. S/he will provide leadership, strategic direction and operational coordination to each of the six NPH USA Regional offices for all sponsorship activities.

Reporting to and partnering closely to Molly Boyum, Vice President, Development for NPH USA, the Director will be a business-minded, entrepreneurial and creative professional. S/he will oversee NPH USA's sponsorship program and focus on the acquisition and retention of NPH sponsors. The Director will support and lead sponsorship design, monitoring and evaluation capacity. This plan will include multiple fundraising channels including: direct response including mail, web and social media; special event and trip-related child sponsorship and peer-to-peer engagement.

With a consultative approach, the Director will build upon NPH USA's current sponsorship program with creativity and innovation. The Director will oversee a new referral program volunteer engagement strategy, and the oversight of a child sponsorship team responsible for fundraising activity and sponsorship operations. S/he will work closely with the Marketing Manager and regional development staff in the creation and implementation of the Child Sponsorship program.

Key success factors include:

- Working with NPH USA regional development professionals to identify, qualify, cultivate, solicit and steward new sponsors;
- Creating and implementing efforts within a newly constructed referral program;
- Developing a suite of communication materials to be used nationally;
- Improving the experience for both sponsors and children;
- Overseeing policies and procedures for sponsor activities; and
- Streamlining communication strategies between children, sponsors and NPH home.

The Director will be instrumental in helping to achieve NPH USA's aspirational objectives. Ultimately, the Director, working in partnership with NPH USA leadership will be responsible for setting the strategy for sponsorship efforts and executing on that plan.

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CANDIDATE PROFILE

The Director of Corporate Sponsorships will be an energetic, ambitious, goal-oriented and creative individual that will enhance NPH USA's overall approach to sponsorships – one that creates a true culture of collaboration throughout the organization, improves and develops sustained success in sponsorship and ultimately fulfills NPH's mission and achieves its vision.

The ideal candidate will have the following personal competencies and characteristics:

Relationship Building and Collaborator

The Director will be skilled at building and sustaining excellent relationships at multiple levels with varied constituencies including NPH USA's senior leadership team, regional leaders, sponsors, donors and other staff. S/he will be a confident and articulate communicator with the ability to work fluidly across all levels. The Director will have an inspirational approach to building collaboration and buy-in and generating support from NPH leaders in Latin America and the Caribbean. S/he will be a charismatic, high-energy leader who can talk with all constituents and successfully convey NPH USA's objectives. The Director will be skilled at building a strong internal culture of collaboration. S/he will build bridges, collaborating and engaging colleagues across the organization.

Strategic Thinking with Strong Execution Skills

The Director will have a proven record of converting strategy into effective execution. S/he will be a detailed-oriented individual who functions well in a complex fundraising environment. S/he will have experience affecting change in organizations, with strong organizational and process management skills and a strong ability to coordinate across regions. S/he will have strong analytical skills and the ability to think creatively and collaboratively about NPH USA's sponsorship goals while remaining focused on details and follow-through. S/he will be an assertive and results-oriented leader with the ability to translate NPH USA's goals into clear objectives for regional leaders and the development staff. The Director will be a builder with the ability to set priorities decisively, delegate responsibilities, assure accountability and allocate resources to ensure results. S/he will have a strong working relationship with key leaders and will be a proactive communicator at all times.

A Passion for the Mission

The Director will have a passion for mission of NPH USA and a commitment to transforming the lives of abandoned and disadvantaged children. S/he will embody the values of the organization inspiring and motivating others. S/he will embrace NPH USA's culture while continually innovating to help expand the organizations' brand and reach. The Director will be an empathic leader, treating others with respect. S/he will be an individual of unquestioned integrity, ethics and values; someone who can be trusted without reservation.

A Bachelor's degree is required. Spanish fluency is not required, but preferred.



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CONTACT

Marissa Martin and Turner Delano of Koya Leadership Partners have been exclusively retained for this search. To express your interest in this role please submit your materials [here](#) or email Marissa and Turner directly at koyachicago@koyapartners.com. All inquiries and discussions will be considered strictly confidential.

ABOUT KOYA LEADERSHIP PARTNERS

Koya Leadership Partners is a national retained executive search and human capital consulting firm that works exclusively with nonprofits and social enterprises. We deliver measurable results, finding exceptionally talented people who truly fit the unique culture of our client organizations and ensuring that organizations have the resources and strategies to support them. For more information about Koya Leadership Partners, visit www.koyapartners.com.