



Mission: *“UNCF envisions a nation where all Americans have equal access to a college education that prepares them for rich intellectual lives, competitive and fulfilling careers, engaged citizenship and service to our nation.”*

<https://www.uncf.org/>

Open to Remote Employment

CAMPAIGN GIFT OFFICER

THE OPPORTUNITY



Founded in 1944, the United Negro College Fund (UNCF) has raised more than \$4.5 billion to help over 450,000 students thrive in college, graduate, and become leaders. To achieve its ambitious mission, UNCF awards 10,000 student scholarships, valued at \$100 million, annually, provides financial support to a prestigious network of 37 historically Black Colleges and Universities (HBCUs), and serves as our nation’s leading advocate for minority education and engagement.

UNCF seeks a passionate and entrepreneurial Campaign Gift Officer. The successful candidate will propel major giving to UNCF’s unprecedented comprehensive campaign to lessen the HBCU endowment gap, elevate opportunities for students of color across the United States, and sustain UNCF programs that support HBCU capacity building. The Campaign Gift Officer will manage high-level donors and prospects, collaborating with the national Development team and Area Office Directors to execute comprehensive gift requests and ensure an inclusive, transparent, and coordinated effort in all UNCF-related fundraising. The

Campaign Gift Officer's portfolio will be inclusive of corporations, foundations, individuals, and organizations and could be regional or national in scope.

The Campaign Gift Officer will report to Dr. Gia Soublet, Vice President, Strategic Impact Investment Fund.

UNCF has retained [Freeman Philanthropic Services, LLC](#) to assist with this crucial recruitment.

ABOUT UNCF AND ITS IMPACT

The United Negro College Fund (UNCF), the nation's largest and most effective minority education organization, has been an engine of minority educational achievement for more than 70 years. UNCF's mission is to build a robust and nationally recognized pipeline of black students who, because of UNCF support, become highly qualified college graduates. In addition, UNCF ensures that its member institutions remain respected models of best practices in moving students to and through college.

Since its inception in 1944, UNCF has raised over \$4.5 billion in private support, distributed more scholarships to help minorities attend school than any entity outside of the federal government, and enabled more than 425,000 minority and low-income students to graduate from UNCF's member historically black colleges and universities (HBCUs) and launch professional careers. UNCF is committed to closing the educational attainment gap between African Americans and other populations by increasing postsecondary access and success for students from underrepresented groups, particularly low-income and first-generation students.

UNCF achieves its mission in three ways:

- ❖ **Scholarships:** Awarding 10,000 student scholarships, valued at \$100 million, annually;
- ❖ **Member HBCUs:** Providing financial support to 37 historically Black colleges and universities (HBCUs); and
- ❖ **Advocacy and Engagement:** Serving as the nation's leading advocate for the importance of minority education and community engagement.

SCHOLARSHIPS

UNCF has helped 500,000 students earn their college degrees since its founding. As the nation's largest private scholarship provider to minority group members, UNCF awards \$100 million in scholarships annually. The graduation rate for UNCF's student base – comprised of 10,000 students annually who attend 1,100 schools across the U.S., including UNCF's prestigious network of 37 HBCUs – is 9% higher than the national average for all students at four-year colleges.

UNCF also manages a variety of scholarship programs, such as the Fund II Foundation UNCF STEM Scholars Program, UNCF/Koch Scholars Program, K-12 Education Fellowship and the Frederick Douglass Bicentennial Scholarship Program.

MEMBER HBCUS

Thirty-seven historically Black colleges and universities belong to the UNCF network of member institutions. UNCF provides these colleges and universities with a range of support that enables them to keep their academic programs strong and their tuitions affordable. As a result of this support, member institutions educate more than 60,000 students each year and have produced more than 500,000 graduates with the help of UNCF. The economic impact of member institutions extends beyond just the students they educate. UNCF recently commissioned a landmark study to measure this impact; [HBCUs Make America Strong: The Positive Economic Impact of Historically Black Colleges and Universities](#) details the individual impacts each institution has on its communities.

To read UNCF's landmark study and view the complete list of member HBCUs, please visit: <https://uncf.org/member-colleges>.

ADVOCACY AND ENGAGEMENT

UNCF's advocacy and engagement work is focused on two areas: K-12 advocacy and public policy and government affairs.

To make sure that the needs of students are on the agenda when Washington policymakers debate education policy and set federal budgets, UNCF is one of the most prominent education advocates in the nation's capital. And to ensure that students get the kindergarten-through-high-school education they need to prepare them for college success, UNCF helps communities around the country engage in improving the schools their children attend.

UNCF is one of the most prominent education advocates in our nation. UNCF's Public Policy and Government Affairs work is centered on one simple yet powerful commitment: To invest in better futures for young people by making sure that the needs of students of color and the colleges and universities they attend top the agenda whenever policymakers set education priorities. To achieve this commitment, UNCF works with policymakers on both sides of the aisle to ensure the needs of its member colleges and the students it supports are heard, understood and considered when laws and federal regulations affecting them move forward.

To ensure that students get the K-12 education they need to prepare them for college success, UNCF helps communities around the country engage in improving the schools their children attend. UNCF focuses on elevating the college readiness crisis, building a college-going culture within the African American community and empowering leaders and communities to drive change at local, state and national levels.

IMPORTANT AND REPORTING RELATIONSHIPS

The Campaign Gift Officer will report to Dr. Gia Soublet, Vice President, Strategic Impact Investment Fund. The successful candidate will collaborate with the national Development team and Area Office Directors to execute comprehensive gift requests and ensure an inclusive, transparent, and coordinated effort in all UNCF-related fundraising.

KEY RESPONSIBILITIES

The Campaign Gift Officer will have the unmatched opportunity to raise funds in support of UNCF's unprecedented comprehensive campaign. The ideal candidate will be responsible for the following:

- Rapidly gain a thorough understanding of UNCF's history, mission, goals, fundraising programs, and campaign objectives in order to refine and implement a strategy for securing campaign gifts;
- Contribute to the success and timely completion of UNCF's campaign by developing donor and prospect strategy and inspiring historic philanthropy among major donors;
- Engage in all aspects of the donor development cycle including donor identification, qualification, cultivation, solicitation, acknowledgment, stewardship, and reporting.
- Identify new major gifts prospects and conduct prospect research on current and potential donors;
- Craft compelling written proposals and participate in proposal reviews;
- Secure major gifts from donors and cultivate relationships with new, current, and past donors;

- Assist in fulfilling commitments from and reporting to donors;
- Collaborate with colleagues throughout UNCF to ensure a coordinated, priority-driven, and collaborative approach to fundraising;
- Engage the Vice President, Strategic Impact Investment Fund, Senior Vice President of Principal Gifts, and President and Chief Executive Officer to prepare them for the successful cultivation and solicitation of prospects when appropriate;
- Maintain a robust pipeline of donors and prospects within their area of expertise; and
- Maintain ongoing and accurate records of donor and prospect interactions in Raiser's Edge NXT.

IDEAL CHARACTERISTICS AND EXPERIENCE

UNCF seeks an experienced fundraising leader with the stature, ability, and demonstrated track record to respond effectively to the opportunities and challenges above. In addition to the proven ability to meet and exceed the responsibilities listed in the preceding section, the ideal candidate will possess the following experience, characteristics, and attributes:

- Sincere devotion and commitment to UNCF's mission and campaign priorities, with a passion for education equity;
- Grace, poise, and highly advanced facilitation skills to promote and foster interagency collaboration and fundraising partnerships;
- Excellent communication skills (writing, proofreading, speaking, presentation, and listening) with the ability to articulate eloquently UNCF's mission, aspirations, programs, and campaign priorities to diverse racial and ethnic constituencies;
- Stature, sophistication, and unflinching integrity to effectively engage major gifts prospects and donors in campaign modality;
- Proven experience working on a national scale within a particular region, preferably in campaign modality;
- Demonstrated record of successful major gift solicitations at the six- and seven-figure gift level, while designing and implementing innovative strategies for identification, cultivation, solicitation, and stewardship, including the involvement of leadership and volunteers in those activities;
- Goal-oriented and collaborative fundraising leader with the ability to adapt to changing priorities, refine strategies after feedback, and multi-task to meet deadlines;
- Stature, creativity, credibility, and interpersonal skill to effectively engage and support executive leadership, staff, colleagues, prospects, donors, and high-net-worth individuals to achieve strategic funding goals;
- Demonstrated track record of working with moves management;
- Knowledge of capital and endowment fundraising preferred;
- Ability to work collaboratively as well as independently;
- High energy, strong sense of initiative, creative problem solving, and flexibility;

- Commitment to the highest standards of professionalism, excellence, and diversity; and
- Bachelor's degree and field experience in development and major gifts fundraising required; master's degree preferred.

LEADERSHIP



Gia Bazil Soublet, PhD, CFRM, Vice President, Strategic Impact Investment Fund

Dr. Gia Bazil Soublet has 26 years of successful development and nonprofit experience and currently serves as the Vice President for Strategic Impact Investment Funding at the United Negro College Fund (UNCF), a major philanthropic initiative set to elevate the critical work of UNCF. In this role, she works with the Office of the President and oversees gift acquisition for UNCF's strategic priorities, which includes prospect management and managing a team of senior fundraising professionals.

Before joining UNCF, Dr. Soublet served as Vice Chancellor for Institutional Advancement at North Carolina Central University (NCCU) where she increased fundraising by 125% in two years and doubled the alumni giving percentage. Prior to that, Dr. Soublet served as Vice President for Institutional Advancement at Xavier University of Louisiana. Under her leadership, the University enjoyed fundraising increases yearly and she is credited with establishing a corporate partners program, expanding the planned giving program, establishing a presidential funding initiative, and overhauling the stewardship operation, resulting in significant growth in donor retention. Prior to Xavier, she served as Director for Corporate and Foundation Relations at Dillard University, where she started her career in higher education as a Major Gifts Officer. Prior to Dillard she worked in several roles at United Way for the Greater New Orleans Area before eventually serving as the Assistant Vice President for Campaigns. During her tenure at United Way, Dr. Soublet won numerous national participation and goal achievement awards as the director for the Combined Federal Campaign.

Dr. Soublet holds a Doctorate in Urban Higher Education Administration from Jackson State University, a Master of Business Management from the University of Phoenix, and a Bachelor of Science degree in Computer Information Systems from Xavier University of Louisiana. Additionally, Dr. Soublet earned Certification in Fund Raising Management from Indiana University's Lilly Family School of Philanthropy. Nationally recognized for her success in fundraising and nonprofit management, she has presented for the Council for the Advancement and Support of Education (CASE), Association for Fundraising Professionals (AFP), and United Way conferences on various topics including major gift acquisition, grant writing, donor participation, board development, diversity and inclusion, and ethics in fundraising. She served on the Board for the New Orleans AFP chapter from 2020 to 2022.

DIVERSITY

UNCF provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, marital status, or any characteristic protected by federal, state and local laws. UNCF complies with applicable state and local laws governing non-discrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, and termination.

COMPENSATION AND BENEFITS

The compensation and benefits package will be competitive and commensurate with the successful candidate's background and experience.

CONFIDENTIAL INQUIRIES AND HOW TO APPLY

UNCF has retained [Freeman Philanthropic Services, LLC](#) (FPS) to assist on this executive recruitment. FPS is a national leader in recruitment for the nonprofit sector and related concerns and brings a proven track record of recruiting top talent to diverse institutions.

Please send all confidential inquiries, applications, and nominations directly to FPS via e-mail at UNCFCampaignGiftOfficer@glfreeman.com.

All applications must include (1) an up-to-date resume/CV, (2) a letter of intent (addressed to FPS) that specifically cites the experiences that best prepare the applicant for this role and why this particular opportunity is the logical and desired next step in his/her career, and (3) a list of references. Additional materials and information will be requested during the search and interview process.