

CHILDHOOD

WORLD CHILDHOOD FOUNDATION

FOUNDED BY H.M. QUEEN SILVIA OF SWEDEN

World Childhood Foundation USA

Mission: *“To inspire, promote, and develop solutions to end sexual abuse and exploitation of children.”*

www.childhood-usa.org

New York, NY

Open to Hybrid Employment

DIRECTOR OF PHILANTHROPY

THE OPPORTUNITY



The World Childhood Foundation (Childhood) was founded in 1999 by Her Majesty Queen Silvia of Sweden, who felt a compelling need to address the social and emotional poverty of children around the world. The Foundation’s focus is on protecting children from sexual abuse and supporting those who have been subject to child sexual abuse and exploitation. Childhood has invested in over 1,500 projects worldwide, impacting the lives of millions of children. From grassroots efforts to the United Nations, they act where it makes the biggest difference. In doing so, have helped to put child sexual abuse and exploitation on the global agenda.

Childhood hosts four operating offices in Sweden, Germany, Brazil, and the United States. The Sweden office oversees the international program. World Childhood Foundation USA (Childhood USA) aims to inspire, promote, and develop solutions to end sexual abuse, exploitation, and violence against children in the United States.

Childhood USA seeks a passionate and self-starting Director of Philanthropy (Director) to conceptualize and create a comprehensive fundraising program. The successful candidate will partner with Childhood USA's Executive Director, Board of Directors, and consultants to design a robust fundraising strategy, focused on the diversification and growth of philanthropic income sources. The Director will lead identification, cultivation, solicitation, and stewardship of individuals, corporations, and foundations in an environment where the prospective donor constituency is not immediately obvious. The candidate will carry a portfolio of prospects while building a robust corporate partnerships and sponsorships program.

The successful Director will ensure Childhood USA's philanthropic growth by implementing best practices in development, including a moves management system, cultivation and stewardship strategies, and calendars and systems to track philanthropic activities and events. The ideal candidate will be passionate about Childhood USA's mission and comfortable discussing and tackling difficult topics in child sexual abuse and exploitation. The Director will serve as an active and visible leader of Childhood USA's passionate charge to protect children with the poise to actively engage, inspire, and support the Board of Directors and volunteers.

The Director will report to the Executive Director. S/he will work closely and collaboratively with the Board of Directors, staff, volunteer committees, and consultants to lead Childhood USA's fundraising efforts. The candidate will partner with Childhood USA's Director of Programs to understand and create persuasive cases for support for Childhood USA's programs and funding priorities.

World Childhood Foundation USA has retained [Freeman Philanthropic Services, LLC](#) to assist with this crucial recruitment.

ABOUT CHILDHOOD USA

In collaboration with Childhood, which guides the global vision and strategy, Childhood USA works in three thematic areas – Child Supportive Environments and Relationships, Child Safety Online, and Child Focused Response to Abuse. The themes are chosen based on the areas where children are particularly vulnerable, the needs for its work are greatest, and where the organization has the greatest experience and knowledge and thus can make the most difference.

To help achieve its mission and thematic areas, Childhood USA's Advisory Council is an external group of experts who review all applications and meet with Childhood USA's staff to discuss and make recommendations to the Childhood USA Board Program Committee. The members of Childhood USA's Advisory Council are survivors, experts, researchers, and practitioners in many fields regarding children's rights, healing work, LGBTQ+ and human rights, violence and sexual abuse of children, and preventive work with children and families at risk; they also possess a thorough knowledge of the United States and evaluation and monitoring of programs.

In 2022, Childhood USA released the US Out of the Shadows Index, a [first-of-its-kind report](#) developed by The Economist Impact. This report is designed to help uncover how states are tackling Child Sexual Exploitation and Abuse (CSEA) both in person and online. The study builds on the [Global Out of the Shadows Index](#) that was first released in 2019 and updated in September 2022. The US ranked 6th in the global study in 2019, and devastatingly dropped to 13th in 2022. New research findings on 28 states were released in April 2024 and data on all 50 states will be released in 2025.

To learn more about Childhood USA's history, mission, and impact, visit [Childhood USA's website](#).

CHILDHOOD USA 2025 PROJECTS

Childhood USA leads the evaluation, monitoring, and review of projects from other organizations and provides funding for services for children in need. In 2025, Childhood USA is committed to supporting projects led by the following organizations and institutions to address online safety, CSAE prevention, CSAE perpetrator prevention, CSAE response, and research initiatives.

- Children’s Advocacy Centers of Texas.
- Massachusetts Citizens for Kids.
- PACT.
- Prevent Child Abuse Vermont. (*18-month program ending June 30, 2025*)
- Massachusetts Society for a World Free of Sexual Harm by Youth (MASOC).
- Stop It Now!
- Baylor School of Medicine.
- The Bridge for Youth.
- Coalition for Responsible Home Education.
- Girls for Gender Equity.
- Holly’s House.
- The Link.
- Safe Horizon.
- Exodus Road
- Operation Light Shine
- New York Foundling
- Alaska Children's Trust
- Out of the Shadow Index, Economist Impact

To learn more about projects supported by Childhood USA in 2025, visit [Childhood USA’s website](#).

LEADERSHIP



Mary L. Pulido, Ph.D., Executive Director

Mary L. Pulido, Ph.D. joined The World Childhood Foundation USA as the Executive Director in October 2023. Prior to that time, she served as the Executive Director of The New York Society for the Prevention of Cruelty to Children, the first child protection agency in the world. She has held senior management positions at the Child Protection Center of Montefiore Medical Center (a Child Advocacy Center), the Children’s Village, and at Covenant House/Under 21. She holds the rank of adjunct Assistant Professor at the Silberman School of Social Work at Hunter College.

Dr. Pulido’s protocol for crisis debriefing following child fatality and critical incidents is utilized throughout the New York City Child Protective Services system. Dr. Pulido is a member of the Medical Reserve Corps of the NYC Department of Health and Mental Hygiene. She served on the National Board of the American Professional Society on the Abuse of

Children (APSAC) and is a member of the Board of the NYS Chapter of APSAC.

In 2006, Mayor Michael Bloomberg appointed Dr. Pulido to the New York City Child Fatality Review Team (CFRT) where she served until 2015. She recently served as a principal investigator on a project to design a child sexual abuse prevention curriculum for elite, Olympic gymnasts, coaches and parents following the child sexual abuse scandal involving Larry Nassar.

Dr. Pulido holds a Ph.D. in Social Welfare from the City University of New York, and Master’s Degrees in Social Work from Hunter College School of Social Work and in Teaching from Sacred Heart University. . In 2019, she received the Trailblazer Award from the Silberman School of Social Work at CUNY for her contributions to the greater good of the people in NYC. In 2022, she was named one of the “Responsible 100” citizens by City and State New York, for her contributions for improving the lives of children in NYC. In May 2023, she was the Commencement Speaker for the School of Social Work at Sacred Heart University.

She has published in the areas of detection and prevention of child abuse and neglect, providing supervised visitation services, crisis debriefing, child sexual abuse prevention and preventing secondary traumatic stress. She has been featured on WNBC, The New York Daily News, NY1, WPIX-TV, ABC News, cbsnews.com, Inside Edition and is a dedicated blogger on issues of child protection for Huffington Post and Medium.

Board of Directors

Childhood USA's Board of Directors is comprised of dedicated and engaged leaders committed to Childhood USA's mission, vision, and continued growth. With Her Royal Highness Princess Madeleine as Deputy Honorary Chair and Paula Guillet de Monthoux as Secretary General of Childhood globally, the Childhood USA Board is a diverse group of esteemed philanthropists, finance, professionals, artists, performing artists, and Swedish nationals.

For a complete list of the Board of Directors, visit [Childhood USA's website](#).

Advisory Council

Childhood USA's Advisory Council is an external group of experts, who serve two-year terms and assist in the assessment of Childhood USA's project applications.

For a complete list of members of the Advisory Council, visit [Childhood USA's website](#).

REPORTING AND IMPORTANT RELATIONSHIPS

The Director will report to the Executive Director. S/he will work closely and collaboratively with the Board of Directors, staff, volunteer committees, and consultants to lead Childhood USA's fundraising efforts. The candidate will partner with Childhood USA's Director of Programs to understand and create persuasive cases for support for Childhood USA's programs and funding priorities. S/he will staff the External Affairs Committee of the Board of Directors.

In support of Childhood's global mission, the Director will collaborate with Childhood offices across the world to stay up to date on international news and discuss opportunities to collaborate or implement international programs in the United States.

The successful candidate will partner with the Executive Director to staff and support members of the Swedish royal family. The Director will operate in alignment with protocols of the Swedish Royal Court.

OPPORTUNITIES AND CHALLENGES

The Director will be an entrepreneurial professional with passion for the mission and the ability to contribute broadly to Childhood USA's fundraising program. S/he will be responsible for the following:

- Conceptualize and implement a comprehensive fundraising program to identify, cultivate, solicit, and steward individuals, corporations, and foundations;
- Partner with the Executive Director, Board of Directors, and consultants to design and implement a robust fundraising strategy for Childhood USA, focused on the diversification and growth of philanthropic income sources;
- Implement best practices in development, including a moves management system, cultivation and stewardship strategies, and calendars and systems to track philanthropic activities and events;
- Identify and carry a portfolio of individual, corporate, and foundation prospects in an environment where the prospective donor constituency is not immediately obvious;

- Build a robust corporate partnerships and sponsorships program, forging long-term relationships with corporate prospects;
- Create and execute plans to meet annual revenue targets and analyze progress against such targets, identifying strategies to address any potential shortfalls;
- Lead prospect identification and research to strategically diversify and grow Childhood USA's donor base both locally and nationally;
- In collaboration with the Executive Director, inform the Board of Directors regarding fundraising strategy, activities, achievements, and issues;
- Develop fundraising materials, including the annual report, acknowledgement letters, direct appeals, and select solicitation materials;
- Partner with Childhood USA's Events Consultant to identify and cultivate event attendees for solicitation; and
- Operate in alignment with protocols of the Swedish Royal Court.

IDEAL QUALITIES

Childhood USA seeks an energetic and passionate leader with the ability, stature, and track record to respond effectively to the opportunities and challenges listed above. The ideal candidate for the Director will possess the following attributes and qualities:

- Passion, genuine interest, and commitment to Childhood USA's mission, vision, strategic direction, and programs;
- Comfort with discussing and addressing difficult topics as a visible and active leader of Childhood USA's passionate charge to protect children;
- Interpersonal skills to actively engage, inspire, and support high-level Board members and volunteers in fundraising activities designed to advance and promote Childhood USA's work;
- Proven ability to provide the strategic direction, leadership, and operational management of fundraising initiatives, resulting in marked improvement and growth;
- Self-starter, independent, and flexible thinker with the ability to pivot quickly between tasks and multi-task to meet deadlines;
- Demonstrated record of designing and executing strategies for identification, cultivation, solicitation, and stewardship;
- Prior experience working in a fast-paced environment managing multiple demands and priorities;
- Cultural sensitivity, emotional intelligence, and commitment to the highest standards of professionalism;
- Excellent communication (writing, proofreading, speaking, presentation, and listening) skills and keen attention to detail, with the ability to address and create compelling cases for support for difficult topics;
- Proactive with the ability to bring innovative ideas, eloquence, and grace to the development process;

- Experience and knowledge of the area of child protection and children’s rights preferred;
- Proven ability to work effectively and collaboratively within a global organization preferred;
- Computer literacy and familiarity with Salesforce; and
- Bachelor’s degree required; advanced degree preferred.

COMPENSATION

The compensation and benefits package will be competitive and commensurate with the successful candidate’s background and experience. The compensation range for this position is \$160,000 to \$170,000.

DIVERSITY

The World Childhood Foundation USA is an Equal Opportunity Employer that promotes diversity in its employment practices. Employment decisions are made without regard to an applicant's actual or perceived race, color, religion, creed, sex/gender (including gender identity, sexual harassment, pregnancy, childbirth, and related medical conditions), sexual orientation, national origin, ancestry, ethnicity, age, disability, alienage or citizenship status, marital status, arrest or conviction record (consistent with the provisions of New York State’s Corrections Law), partnership status, familial status, liability for military service, status as a victim of domestic violence, stalking or sex offense, veteran status, genetic pre-disposition or carrier status, or any other characteristic protected by applicable law.

CONFIDENTIAL INQUIRIES AND HOW TO APPLY

World Childhood Foundation USA has retained Freeman Philanthropic Services, LLC to assist on this recruitment. FPS is a national leader in executive recruitment for the not-for-profit sector 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 email at ChildhoodUSA-Director@glfreeman.com.

All applications must include: (1) an up-to-date resume; and (2) a formal letter of interest (addressed to Gail L. Freeman, President of FPS) that specifically cites the experiences that best prepare the applicant for this role and why this particular opportunity at World Childhood Foundation USA is the logical and desired next step in their career. Additional materials and information will be requested during the search and interview process.