

This search ended in February, 2009, with the appointment of Margaret Bergen Davis, most recently associate dean for cathedral advancement at the Washington National Cathedral. Previously, she was vice president and director of the Washington, DC, office of Campbell & Company, a national firm that provides fundraising and other management consulting to nonprofit organizations.

Job Announcement

**Marine Corps Scholarship Foundation
President and CEO**
(Alexandria, Virginia)

(Posted: January, 2009)

The Marine Corps Scholarship Foundation (MCSF) in Alexandria, Virginia, has retained Slesinger Management Services to recruit a seasoned leader with strong fundraising, leadership, and management skills to serve as president and CEO. This is an exceptional opportunity for an individual to lead a fast-growing, successful organization that currently has a budget of \$10 million, an endowment of \$15 million, and a staff of 15. Applications will be accepted until this search is completed.

The Organization

The Marine Corps Scholarship Foundation is a nonprofit organization whose mission is to provide college and vocational scholarships to deserving sons and daughters of Marines (both current and former). Founded in 1962, MCSF has awarded more than 22,000 scholarships totaling \$39 million. For the 2008-2009 academic year, the Foundation awarded \$4.5 million to 1,395 students.

Awards are based on financial need – the average household income of scholarship recipients is currently \$41,000. The scholarships range from \$1,000 to \$10,000, and can be renewed annually based on satisfactory academic performance. The Foundation also provides a \$30,000 *Heroes Tribute Scholarship* to every child of a Marine and every child of a Navy Corpsman serving with the Marines whose parent is killed in the Global War on Terror.

The Foundation's revenue comes entirely from private sources: donations from individuals, foundations, and corporations, plus endowment income. Many of the donations come via events such as golf tournaments and dinner galas organized by volunteers around the country. MCSF is currently in the midst of a \$50 million fundraising campaign that has three objectives: 1) to increase the average annual scholarship to at least \$5,000; 2) to fully fund the *Heroes Tribute Scholarships*; and 3) to develop a sustainable income stream that includes increasing the endowment.

The Foundation's staff of 15 works out of two offices. The CEO along with the development, events management, finance, and administration staff are in Alexandria, Virginia; the scholarship program department is in Princeton, New Jersey.

The Foundation is governed by a board of directors of 31 people, most of whom are business leaders who served in the Marines. MCSF's president and CEO since 2004 has been Christopher Randolph, who has recently stepped down due to health reasons. Mr. Randolph, a former Marine, joined the Foundation after a 20+ year career in investment banking, with a specialty in financing higher education.

For more information about the Marine Corps Scholarship Foundation, please go to www.MCSF.org.

Principal Responsibilities of the President and CEO

The next president and CEO's most important responsibilities include:

1. Providing leadership, vision, and strategic direction to ensure that MCSF evolves into a nationally visible and respected organization and a major provider of private, educational funds to the children of people who have served in the military.
2. Leading the effort to raise money from individuals, foundations, corporations, and other private sources to enable it to provide larger scholarships to more students.
3. In consultation with the board and staff, developing a new strategic plan to guide the organization over the next several years. One of the anticipated priorities, in addition to fundraising, will be to introduce more automated systems into the organization to make the scholarship application and donation processes more responsive and efficient.
4. Maintaining strong, and positive relationships with the United States Marine Corps and other entities that help the Foundation fulfill its mission.
5. Leading and motivating the Virginia and New Jersey staff to perform at the highest levels with creativity and dedication to the mission of MCSF.
6. Supporting and developing the board of directors, who not only carry out essential governance responsibilities, but also are very involved in fundraising.

Desired Skills, Experience, and Personal Characteristics

To be successful, the president and CEO should be:

1. Committed to the importance of enabling children of Marines to attend college. Personal experience as a Marine is highly desirable, but not required.
2. A fearless fundraiser, who enjoys persuading people to invest in a good cause. One-on-one, face-to-face solicitation of individuals for major gifts will be an important responsibility of the CEO. A successful track record in fundraising from private sources, or the clear ability to raise money, is essential.
3. A creative thinker with intellectual curiosity, able to develop and implement strategic plans, harnessing the skills and creativity of the staff and board.
4. A skilled manager of people and processes, with a strong record of accomplishing goals through a team effort.
5. An excellent communicator, able to motivate, inspire, and persuade funders, board members, staff, and other stakeholders to take action that helps MCSF carry out its mission.

6. Able to develop a strong working relationship with the board of directors.
7. Interested in a full-time, hands-on job in an organization that has a small staff but large ambitions.
8. Able to travel domestically at least 10 to 20 percent of the time to visit donors and potential donors, and to attend key fundraising events such as MCSF's golf tournaments and galas.

Compensation

Salary will be commensurate with experience and qualifications. Compensation also includes a comprehensive benefits package.

To Apply

Please e-mail:

1. cover letter that explains why you're interested and qualified,
2. resume, and
3. three-year salary history (which will be held in strict confidence)

to search consultant Larry Slesinger, Founder and CEO of Slesinger Management Services, at Larry@SlesingerManagement.com. Please include "MCSF" in subject line; attached files in Microsoft Word or PDF only. All applications will be acknowledged promptly.

MCSF is an Equal Opportunity Employer.