



Vice President of Development

About the Pennsylvania SPCA

Founded in 1867, the Pennsylvania SPCA (PSPCA) is the Commonwealth's first animal welfare organization and a trusted leader nationally in protecting animals, preventing cruelty, and improving the health and quality of life for animals. With four physical locations, a robust Animal Law Enforcement program, shelter medicine, adoption services, and community-based outreach, the PSPCA is both a frontline responder and a long-term advocate for animal welfare.

As the PSPCA prepares to enter an ambitious major fundraising campaign, we are seeking a seasoned, strategic fundraising leader to help shape our future and ensure the resources needed to sustain and expand our life-saving work.

Position Summary

The Vice President of Development is the PSPCA's head fundraising strategist and relationship-builder, responsible for designing, leading, and executing a comprehensive development program that nurtures affinity, builds communities of support, and advances the organization's mission and long-term sustainability. This role leads and manages a six-person Development team, providing strategic direction, mentorship, and accountability across all fundraising functions.

Reporting directly to the CEO and serving as a member of the Leadership Team, the VP provides strategic oversight of philanthropic revenue streams—including major gifts, annual giving, institutional support, planned giving, and fundraising events—and plays a central leadership role in the planning and execution of the PSPCA's upcoming major fundraising campaign.

The Vice President will work closely with the CEO, Chief of Staff, Board of Directors, Development Committee, and cross-functional colleagues across the organization. This includes close collaboration with the Director of Public Relations & Marketing, who oversees storytelling and content development for fundraising communications, brand building, and third-party and cause-marketing fundraising initiatives.

Key Responsibilities

Organizational & Strategic Leadership

- Serve as a member of the PSPCA Leadership Team, contributing to organizational strategy, planning, and decision-making.
- Partner closely with the CEO to advance fundraising priorities, donor relationships, and campaign leadership.
- Act as a visible and credible ambassador for the PSPCA with donors, institutional partners, and community stakeholders.
- Collaborate with and support the Board of Directors and Development Committee in fulfilling their fundraising and ambassadorial roles.

Fundraising Strategy & Execution

- Design, implement, and continuously refine a comprehensive fundraising strategy aligned with organizational priorities and growth goals.
- Provide leadership for all development functions, including:
 - Major and principal gifts
 - Annual fund and mid-level giving
 - Foundation and corporate philanthropy
 - Planned and legacy giving
 - Special events and campaigns
 - Development Operations
- Set annual and multi-year revenue goals; monitor performance, analyze results, and adapt strategies as needed.
- Maintain strong awareness of emerging trends and best practices in philanthropy, donor engagement, and campaign fundraising.

Major Gifts & Campaign Leadership

- In concert with the CEO and Chief of Staff, lead strategy and execution for a major fundraising campaign, including planning, donor strategy, solicitation sequencing, and stewardship.
- Personally manage and solicit a portfolio of high-capacity donors and prospects.
- Support and partner with the CEO, Board members, and senior leaders on donor cultivation and solicitation.
- Advance a culture of relationship-based fundraising focused on long-term partnerships and multi-year commitments.

Team Leadership & Management

- Lead, mentor, and support a high-performing Development team; set clear goals, expectations, and accountability measures.
- Foster a collaborative, inclusive, and growth-oriented team culture.
- Ensure effective systems, processes, and workflows that align with best practices and support fundraising success and cross-departmental collaboration.
- Champion diversity, equity, and inclusion in fundraising strategy, team leadership, and donor engagement.

Qualifications & Experience

- Bachelor's degree required; advanced degree or industry certifications preferred.
- 10+ years of progressive fundraising experience, including significant leadership responsibility.
- 5+ years managing and leading development teams.
- Demonstrated experience planning and executing major or capital campaigns.
- Proven success in major gift fundraising and donor relationship management.
- Strong strategic, analytical, and organizational skills, with the ability to translate vision into execution.
- Exceptional interpersonal and communication skills; comfortable engaging diverse stakeholders at all levels.
- Deep alignment with and passion for the PSPCA's mission and animal welfare.
- Ability to travel locally between PSPCA sites; reliable transportation required.

Reports to: CEO

Location: Hybrid, with in-person primarily at our headquarters in Philadelphia, three days a week, and occasional travel to our sites in Phoenixville, Lancaster, and Danville, PA.

Status: Full-time, Exempt; PSPCA is a frontline service provider to the animals in need of rescue in our region and the animals in our care at our four shelters. Some travel is expected for the role. We encourage a culture of wellness and provide the ability for flexible/hybrid schedules.

The Pennsylvania SPCA is an equal opportunity employer and is committed to enhancing diversity, equity, and inclusion.