



WESTOVER SCHOOL

Chief Development Officer
Westover School
Middlebury, CT
<https://www.westoverschool.org/>

Send Nominations or Cover Letter and Resume to:

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The Opportunity:

The Chief Development Officer will lead all fundraising and alumnae engagement efforts at Westover School, an all-girls' independent boarding and day school. Founded in 1909 and educating students in grades 9-12, Westover empowers girls by providing a high-quality education, opportunities to discover their passions, and the resources necessary to lead lives of consequence. The school enrolls nearly 200 students, of whom 63% are boarding, 22% are students of color, and over 20% are international.

Westover benefits from a culture of philanthropy that supports the goal of instilling a passion for learning and strength of character in each student. That support was realized with the successful completion of the *Inspiring Women* campaign in 2014, which raised over \$50 million from Westover community members. Additionally, the Westover Fund engages 220+ volunteers and raises more than \$1.5 million annually from over 1,500 alumnae, family members, and friends of the school. This tradition of philanthropy paired with strong levels of alumnae engagement positions Westover well for even greater fundraising success in the future.

The school is poised for excellence under the steady leadership of Head of School Julie Faulstich, an innovative and energetic senior administrative team, and a deeply dedicated Board of Trustees. In partnership with the greater Westover community, school leadership has outlined a new strategic plan, created a phased-approach to campus capital improvements, and established the building blocks of a capital campaign. At this pivotal moment in the School's history, Julie and the Westover community are

seeking a highly knowledgeable and experienced fundraiser and manager with a demonstrated passion for girls' education and the critical role development and alumnae relations play in supporting its mission.

Reporting to the Head of School, the Chief Development Officer is an integral member of the school's leadership team and will also liaise with the Board of Trustees. The CDO will oversee a dedicated team of direct reports and all development functions to advance the school's mission. The ideal candidate will be a highly knowledgeable and experienced fundraiser and manager who possesses superior communications skills, emotional intelligence, and the ability to inspire and mentor staff and volunteers to support Westover's mission. The best-matched candidate will demonstrate maturity in the industry through proven campaign experience, strong leadership/management practice, and effective high-level volunteer and constituent engagement. This opportunity is ideal for a high-energy, collaborative, intelligent, and thoughtful development leader who is prepared to leverage Westover's position of strength to achieve extraordinary fundraising success.



Overview

Westover School is an all-girls' independent boarding and day school, grades 9-12, committed to providing a college preparatory education in a small community atmosphere that emphasizes student-adult interaction. Westover, through program and faculty, endeavors to develop in each student the confidence and strength to shape her own life – to become the best that she can be.



Westover challenges smart, motivated girls to become confident, connected women. A wide range of opportunities are offered that will provoke thought, spur discussion, and help build skills and expertise.

Innovative programs such as [WISE](#) (Women in Science and Engineering), [IIG](#) (Invest in Girls), and Independent Senior Projects allows students to pursue specific interests while preparing for college (and beyond).

[Visual and performing](#) arts programs offer students the opportunity to study and share their work. Westover's enduring commitment to social justice and community engagement comes to life through the many activities sponsored by the [Rasin Center for Global Justice](#).

Perhaps most important, Westover is family, a place where you know everyone's name and hometown. It's a place where girls are comfortable taking risks, where they don't worry about looking silly, and where they feel completely free to be themselves...and to let others do the same.

Mission

Westover School empowers young women to lead lives of consequence.

Core Values

- **Strength of Character:** Foster citizens of the world who are compassionate, brave, and resilient advocates for themselves and others.
- **Women's Empowerment:** Empower young women to take action as confident leaders by discovering their individual voices through exploration, reflection, and global awareness.
- **Passion for Learning:** Champion enthusiasm and engagement as we cultivate innate curiosity into an enduring love of learning.
- **Community:** Nurture inclusive, diverse, and welcoming community rooted in our traditions. Through our shared experience, we forge meaningful, supportive, and enduring relationships.



The Role

Westover seeks a Chief Development Officer who will be responsible for the leadership and day-to-day planning, coordination, and management of the School's Alumnae/Development Office. The ideal candidate will be a senior fundraising professional who is eager to play a leadership role in supporting the School's key strategic initiatives that advance the School's mission and forge lasting relations with the full school community.

Westover has a robust history of support from its constituencies, particularly from its dedicated alumnae, and the new CDO will build on this strong foundation to enhance and expand Westover's efforts in its annual fund, in capital fundraising, and in exploring new and innovative ways to cultivate younger alumnae and the parent body. With a new strategic plan, a phased-approach to campus capital improvements, and the building blocks of a capital campaign established, it is an exciting time to time to join the senior leadership team, faculty, and staff in empowering young women to lead lives of consequence.

The ideal candidate is a thoughtful, articulate, and experienced frontline advancement professional who demonstrates the ability to think strategically and creatively and to effectively interact with sophisticated donors and help engage a dynamic and diverse constituency toward a common goal. This is a high-profile position, which requires a strong ability to work effectively with dedicated alumnae and parent groups and help build consensus and "goodwill" on behalf of the School. The ability to motivate and work effectively with

volunteers, Trustees, faculty, and staff to instill affinity and cultivate volunteer leadership is required. The CDO must have superior communication skills in writing and public speaking.

Westover celebrates diversity of all kinds and is committed to creating an inclusive culture built on a foundation of respect for all individuals. The school seeks to hire, develop, and retain talented people from all backgrounds. Individuals from non-traditional backgrounds, historically marginalized or underrepresented groups are strongly encouraged to apply.

Westover School is an Equal Opportunity Employer.

Major responsibilities:

- Manage annual, endowment, and capital fundraising programs;
- Lead a team of development professionals in annual giving, major gifts, alumnae relations, stewardship, development operations, and prospect research;
- Manage a major gift portfolio of 50-75 prospects;
- Work with the Head of School, the senior leadership team, and the Board to strengthen a positive culture surrounding philanthropy within the Westover community;
- Develop a strategic comprehensive constituent engagement plan—with particular focus on parents and recent alumnae;
- Inspire innovative and creative thinking around fundraising practices;
- Lead capital advancement efforts in support of strategic priorities, including comprehensive campaigns;
- Support the Head of School, Board of Trustees, and other leadership volunteers in soliciting major gifts;
- Staff the Development Committee of the Board and attend alumnae board meetings;
- Provide strategic direction and ensure the resources required to deliver a best-in-class annual, endowment and capital giving programs;
- Work with the Board of Trustees, CFO, and Head of School to develop long-range strategic plans;
- Provide leadership, implement best practices, foster initiative, ensure professional development, and provide clear feedback for growth to the development team;
- Passion in fostering diversity, equity, and inclusion to promote a healthy work environment;
- Attend school events as appropriate; and
- Performs other development duties as assigned.

Minimum requirements:

- Bachelor's degree and a minimum of 15 years cumulative fundraising experience;
- Five-plus years in a leadership position with team management and in accountable environment with performance metrics;
- Experience successfully supporting a campaign in a leadership capacity;
- Experience building or expanding alumnae/i and/or parent engagement programs;
- Experience with major gift solicitation and stewardship;
- Personal identification with the school's mission;

- Ability to work efficiently under pressure, meet deadlines, and demonstrate strategic thinking all with a collaborative spirit and good humor;
- Poise and possession of strong written and verbal communication skills.

Preferred:

- Independent school fundraising experience;
- Experience fundraising for a girls- or women- focused institution or organization;
- Eagerness to engage within Westover’s school life; and
- Interest in collaborating with colleagues and cultivating and stewarding all departments.

Leadership



Julie Faulstich
Head of School

Julie Faulstich has been an administrator and teacher for over twenty years. As Head at Westover since 2015, Julie has completed the creation of a new center for the School’s signature Women in Science and Engineering program, overseen renovations of the historic 110-year-old campus, and codified the School’s core values and new mission statement.

Julie has been a frequent presenter at national conferences on topics relevant to managing change in schools. She is a member of the Connecticut Association of Independent Schools Board of Trustees and has served several times as a member of The Association of Boarding Schools Annual Conference Planning Committee. She began her independent school career at the Walnut Hill School for the Arts where she served as English teacher, department head and finally assistant head, leading a comprehensive academic curriculum revision and overseeing the School’s notable arts programs. Julie earned her graduate degree in creative writing at Emerson College where she began her teaching career.

A graduate of Smith College, Julie is committed to the vision of talented girls becoming empowered young women through rigorous academic opportunities supported by a nurturing environment.

Background Checks:

Prior to submitting your resume for this position, please read it over for accuracy. Lindauer does verify academic credentials for its candidates, and our clients frequently conduct background checks prior to finalizing an offer.

To learn more, call or write:

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All inquiries will be held in confidence.



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