



Oregon Museum of Science and Industry

## POSITION GUIDE

# Vice President of Development

## ABOUT OMSI

Founded in 1944, the Oregon Museum of Science and Industry (OMSI) is one of the nation's leading science centers and a trusted educational resource for communities throughout Oregon and the region. Through exhibitions, public programs, outdoor programs, traveling exhibitions, digital learning, and learning research and design, OMSI nourishes a lifelong love of science, curiosity, and learning among its diverse audiences. Headquartered in Portland, Oregon, OMSI reaches more than one million people each year. OMSI's vision is to collaborate with partners to ignite an education



transformation at the intersection of science, technology, and design. Its focus on science, technology, engineering, art, and mathematics (STEAM) programming helps visitors and program participants gain 21st-century skills such as critical thinking, problem solving, and collaboration. OMSI creates learning experiences that expand beyond its walls — bringing science to as many people as possible, no matter who or where they are. OMSI believes our collective potential can be unlocked when curiosity, learning, and community are united together. OMSI recognizes that our differences are what make us amazing, and they celebrate those who dare to question: the explorers, the tinkerers, the storytellers, and the innovators. OMSI was recently ranked by *Newsweek* as the #1 nation's best science museum in their [2024 Readers Choice awards](#).

## MISSION

OMSI's mission is to inspire curiosity through engaging science learning experiences, foster experimentation and the exchange of ideas, and stimulate informed action.

OMSI's main museum has five main exhibit halls and eight science labs within its 219,000 square feet space that includes interactive exhibits and hands-on demonstrations. Their multi-experience complex includes the [Empirical Theater](#) with Portland's largest screen with Dolby-Atmos surround-sound technology, [Kendall Planetarium](#), the largest planetarium in the Pacific Northwest, and its highly popular tour of [USS Blueback](#), a



retired U.S. Navy submarine. Permanent exhibit halls and labs include [Turbine Hall and Curium](#), [Natural Sciences Hall](#), [Science Playground](#), [Teen Tech Center](#), [Discovery Lab](#), [Paleontology Lab](#), and [Life Lab](#). OMSI also offers a variety of meaningful and equitable programming for people of all ages. OMSI offers [summer day and overnight camps](#) across the state and operates and owns two outdoor science camps: [Camp Hancock](#) at the Hancock Field State in Fossil, Oregon and the [Coastal Discovery Center at Camp Gray](#) in Newport, Oregon. [OMSI's "After Dark" events](#) pair child-free brain-building science fun with beer, wine, and artisanal foods for all 21-and-over adults. In addition, OMSI operates traveling programs that bring science learning experiences to schools and communities statewide and

## KEY FACTS

- 235 current staff: 127 FTE and 108 part-time, seasonal, special project or on call
- \$25M budget in FY23
- 12 development staff
- 23-member [Board of Trustees](#)
- \$6.8M contributed revenue in FY23
- 9,559 donors in FY23
- Approximately 19,000 member households
- 526,265 constituents in OMSI's database

across five Northwest states. OMSI also develops and tours traveling exhibitions reaching over one million visitors per year at science centers, natural history museums, and children's museums in 13 states. Through their [Learning Framework](#), OMSI amplifies the connectivity of topics, people, and communities through generative learning experiences. With their network of community of partners, OMSI catalyzes energy, empowers action, fosters identity-building, and delivers meaningful outcomes towards equity in education among their audiences, patrons, and staff.

OMSI's ongoing commitment to equity is practiced through its [Equity Action Framework](#). OMSI is committed to including diverse perspectives in the learning experiences they provide and dismantling systemic barriers by addressing disparities in their staffing, business practices, and public engagement. They invite community conversations so they can evolve and create opportunities for all people to reach their full potential. They are committed to leading with racial equity. OMSI believes that they will only be successful in accomplishing their mission and vision when they integrate a diversity of participation, thought, and

action. OMSI is fully committed to ensuring that its facilities, programs, experiences, and events are accessible to all visitors, including persons with disabilities, multi-lingual visitors, and low-income patrons. OMSI also offers admission assistance, financial aid, and accessible services throughout its offerings.

## VISION

OMSI's vision is to collaborate with partners to ignite an education transformation at the intersection of science, technology, and design. They will weave a thriving innovation district into the fabric of Portland that spreads opportunities across the Northwest.

## OMSI District

The future [OMSI District](#) represents a bold, new vision for the future of OMSI, the Central East Side, and the city of Portland. The OMSI District will be an inclusive, vibrant new neighborhood and community destination rooted in innovation, culture, arts, and science learning located in Portland's Central City. The new district will restore Tribal presence on the Willamette River through a

Center for Tribal Nations and a new Waterfront Education Park. Encompassing 24 acres and 3 million square feet of transit-oriented, mixed-use development, 1,200 units of new market rate and affordable housing, 11,000+ new jobs, climate and sustainability solutions, and a one-of-a-kind public learning ecosystem, the OMSI District serve as a platform for innovation, spreading opportunities throughout the state and the region. Key partners include: Affiliated Tribes of Northwest Indians, City of Portland, Center for Tribal Nations Advisory Committee, Columbia River Inter-Tribal Fish Commission, Environmental Protection Agency, Metro Regional Government, Northwest Native Chamber, Portland Community College, Portland General Electric, State of Oregon, and TriMet.



With the support of a broad coalition of supporters including local, Tribal, and regional government entities, Indigenous groups, nonprofits, and businesses, the OMSI District advances racial and environmental justice through restoring Tribal presence on the Willamette River, restoring and healing brownfields and previous industrial lands, and creating opportunities for intergenerational wealth building in communities typically excluded from the benefits of urban development. At full buildout, the OMSI District is projected to generate \$1.2 billion in economic impact. To keep the OMSI District on track, OMSI is currently raising infrastructure funds from public sources.

## 20-Year Vision, 5-Year Strategy, and Campaign

In 2015, OMSI established an ambitious [20-Year Vision](#) to ignite an education transformation at the intersection of science, technology, and design and weave a thriving innovation district into the fabric of Portland that will expand opportunities across the Northwest. Through extensive listening and engagement with staff, communities, and strategic partners around the state, OMSI develops 5-year plans toward reaching its vision. OMSI's current [5-Year Strategy](#) for 2020-2025 is focusing on reimagining boundaries with partnerships transforming programming across the region and district; advancing equity and inclusion so communities of color feel a sense of belonging in OMSI programming and experiences; catalyzing action for complex challenges toward environmental action and early education; and expanding its infrastructure and resources for a sustainable and inclusive future. OMSI will develop its next 5-Year Strategy for 2026-2030 beginning in fall 2024.

## VALUES

Core Values: Learning, Creativity, Integrity, and Sustainability

Strategic Values: Our People, Collaboration, Accessibility, and Equity

OMSI is an independent nonprofit 501(c)3 organization that receives no continuous state or local tax funding for its operations. Philanthropic support from individuals, corporations, and foundations makes their work possible and comprises a significant portion of its annual revenues. The [OMSI Accelerated 2020-2025 Campaign](#) prioritizing key investments and outcomes in natural sciences, early childhood, digital learning, and OMSI for ALL has already raised \$6.2 million towards its current \$6.9 million goal. OMSI is currently exploring the potential of a ten-year transformative comprehensive campaign to support the development of public amenities in the OMSI District, strategic initiatives and capital improvements, and long-term investments for financial sustainability and growth.

We invite you to learn more at [omsi.edu](https://omsi.edu).

## THE POSITION

The Vice President of Development will have an exciting and rewarding opportunity to help build OMSI's next phase of transformative growth and future impact. An authentic, collaborative, and inclusive leader, the Vice President of Development provides vision, leadership, and direction at one of the nation's most innovative science learning organizations. The Vice President of Development is responsible for strategy, planning, and leading all aspects of OMSI's development programs, including individual (annual, major, principal, and planned), corporate, institutional, government, online, event, and campaign giving that will increase OMSI's contributed revenue and achieve all fundraising campaign goals. The Vice President of Development reports directly to OMSI's President and CEO and serves as a member of the organization's leadership team, working closely and collaboratively with the Vice President of Finance and Technology, Vice President of Learning Experiences, Vice President of Marketing and Retail, Vice President of People and Culture, and Vice President of Real Estate and Facilities. The Vice President of Development leads a talented team of 12 development professionals that includes four direct reports: a Senior Director of Institutional Giving, a Director of Development, a Development Operations Manager, and an Administrative Assistant. As a senior leader, the Vice President of Development will also work closely with OMSI's Board of Trustees and Emeritus Board, serve as staff liaison to the Board's Development Committee, and help plan a future Campaign Cabinet.





An accelerator of major gifts, the Vice President of Development will build OMSI's capacity in unrestricted giving by increasing the pipeline of new major and principal donors and prospects and ensuring meaningful donor stewardship activities and stronger donor retention rates. After a history of successful past campaigns, the Vice President will help close the remaining \$700,000 portion of the Accelerated Campaign by May 31, 2025 and start planning the organization's next phase of dynamic growth, requiring the new Vice President of Development to be able to design and implement successful development and campaign strategies while leveraging the strengths of the President and CEO, Board of Trustees, and the Emeritus Board to build an organization-wide culture of philanthropy. This proactive, goal-driven, and egoless leader will be expected to continue strengthening and refining the development structure, systems, portfolios, and programs cross-organizationally to support the needs for continuous revenue growth. The Vice President will help lead a transformative campaign for the OMSI District that will raise at least \$60 million over ten years while also raising \$7 million annually for OMSI's strategic initiatives in its next 5-Year Strategic Plan. This open, flexible, and transparent leader, an active listener with strong emotional intelligence and a passion for science and equity, will help create a best-in-class, achievement-oriented environment built on aspirational goals, accountability, and fundraising excellence.

## MAJOR OBJECTIVES

Within the first 12 to 18 months, the Vice President of Development will achieve the following major objectives:

- Build strong, collaborative, and trusting relationships through capable leadership with the President and CEO, Board of Trustees, the senior leadership team, development team, and all staff to build a positive and vibrant culture of philanthropy.
- Undertake a listening and learning tour with the development team and Board of Trustees to gather input and build consensus around recommendations in a recent campaign feasibility study.
- Establish a strong portfolio that will genuinely cultivate and solicit potential major and principal donors and funders that will ultimately result in large and transformative gifts.
- Serve as an authentic, respectful, and effective ambassador for diverse audiences around OMSI's strategic priorities and initiatives.

## RESPONSIBILITIES

The Vice President of Development will have the following primary responsibilities:

### Leadership and Management

- Provide vision, strategy, and leadership to create a robust development program that strengthens fundraising best practices and ensures annual increases in unrestricted contributed revenues at 5% or more.
- Provide support to the President and CEO and Board of Trustees in their fundraising activities, including preparing briefings and strategizing for donor calls and meetings, managing their portfolio assignments, accompanying them on solicitations, and debriefing with them on donor outreach.





- Engage and support OMSI's Emeritus Board in igniting their support for the upcoming campaigns and strategic initiatives.
- Provide strategy, oversight, and accountability for the development team's annual budget that brings in approximately \$3 million in revenues and \$1.6 million in expenses, as well as revenue for project and campaign budgets as determined by OMSI's 5-Year Strategic Plan.
- Hire, lead, manage, inspire, and mentor teams in an open, inclusive, and supportive manner that embeds equity and inclusion, values learning, and ensures an environment based on high performance and continuous improvement responsive both to internal and external feedback.
- Contribute to the creation of a vibrant, inclusive culture where everyone feels valued, with a sense of belonging where contributions of all team members in operations, membership, marketing, traveling programs, and development are recognized as equally important.
- Participate as a committed, valued, and collegial leader of the OMSI's Leadership team who recognizes the contributions of others and promotes and strengthens inter-departmental communication.
- Partner and work closely with the Vice President of Learning Experiences to develop federal grant strategies aligned with strategic priorities to support research, programs, exhibitions, and capacity building with approximately three to five submissions per year.
- Partner and work closely with the Vice President of Real Estate to develop and implement federal grants strategies to support the growth and development of the OMSI District.

## Development and Strategic Giving

- Assess and strengthen advancement processes and systems, content strategy, cases of support, portfolio and prospect management, prospect research, and marketing campaigns.
- Lead targeted strategies that enhance unrestricted philanthropy and secure major and principal gifts from individuals, corporations, and foundations.
- Plan and develop new strategies and tactics to reach new partners, donors, and funders reflecting the rich diversity of the Northwest region, including BIPOC, gender, socio-economic, and generational diversity.
- Work in close partnership with the President and CEO in setting bold yet achievable goals, with clear strategies, tactics, and key performance indicators that ensure accountability.
- Provide complete and accurate activity reports on moves management on a regular basis that include revenue forecasts, data analytics, team-assigned tasks, and accomplishments.
- Develop, prioritize, and set short and long-term team development goals with clear lines of accountability measures and performance metrics that ensure overall fundraising success.
- Serve as primary leader in the cultivation of high-capacity donors for all OMSI's strategic priorities and initiatives.







- Manage a portfolio of approximately 30 to 50 leadership-level prospects, focusing on a pipeline of six- and seven-figure gift donors and prospects.
- Plan, lead, and build an increasing level of donor support for the J.C. Stevens Legacy Society.
- Design, produce, and oversee donor and special events, including the annual OMSI Gala.
- Oversee the creation and design of compelling donor communications materials for individual, corporate, and institutional donors in close coordination with the Marketing and Retail team.
- Develop a strong campaign-focused moves management infrastructure that both tracks fund team activities/moves and optimizes OMSI's fundraising potential for cultivating, securing, and closing significant gifts.

### Comprehensive Campaign and External Partnerships

- Lead, plan, and implement comprehensive campaign strategies that enhance philanthropy and build on OMSI's capacity for major, leadership and principal gifts for the OMSI District and successive OMSI 5-Year Plan strategic campaign initiatives.
- Partner with President and CEO, leadership team, marketing team, trustees, and volunteers to build campaign readiness, communications plans, case development, and capacity to build public support for the OMSI District campaign and close the current Accelerated Campaign.
- Create inclusive opportunities for all giving levels to close the current Accelerated Campaign and support the OMSI District campaign.
- Manage an effective prospect research program, continuing to build a systematic effort to increase the base of supporters for transformative campaign gifts.
- Develop and maintain positive, collaborative, and trusting relationships with all external partners and funders, as well as across OMSI, to ensure cross-collaboration, fluidity, and integration around all development activities and address all barriers that hinder fundraising success and achieving organizational goals.
- Serve as an ambassador and point person who addresses OMSI's strategic direction, funding priorities and partnerships, strategic initiative work, and OMSI District to diverse internal and external audiences at public functions, events, and meetings to raise the visibility of the organization as a strong, viable philanthropic entity.
- Keep abreast of emerging fundraising trends, including innovative strategies for soliciting and stewarding new generations of donors, digital and social media fundraising, and transformational giving.





- Work and travel regionally on weeknights and weekends as needed for donor solicitations and cultivation events.

## QUALIFICATIONS

The ideal candidate will possess most of the following qualifications and skills sets:

- A genuine and enthusiastic commitment to OMSI's mission, vision, and values and passionate commitment to equity.
- A minimum of seven years of experience of leading successful development programs. Prior experience with multi-year fundraising campaigns and public-private partnerships would be an advantage.
- Proven ability to hire, manage, mentor, inspire, and retain a successful development team that strives to achieve excellence and exceed goals.
- Proven achievement in the successful solicitation of five- and six-figure major gifts, with the drive to build new and existing donor and prospect relationships.
- Enthusiastic interest and experience in understanding a range of diverse cultural differences and the ability to work effectively with people from a range of social, ethnic, cultural, and tribal backgrounds.
- Demonstrated success in building productive, long-term relationships with executives, teams, boards, volunteers, and donors.
- A collaborative, transparent, flexible, consensus-builder with a proven ability to recruit, supervise, motivate, and retain a diverse development team that strives to achieve and exceed goals.
- Demonstrated ability to bring strategic thinking, high emotional intelligence, and systems-driven leadership to set and meet all development and campaign goals.
- A high degree of financial acumen with experience in fundraising and budget analysis, forecasting, and planning.
- Excellent interpersonal, written, critical thinking, and verbal communication skills, with the ability to persuade and move people to action.
- Experience with prospect and donor management fundraising software applications, including Salesforce.
- Ability to travel as necessary and attend program and fundraising activities as needed, including evenings and weekends.
- A bachelor's degree from an accredited college or university or equivalent professional experience.

## CONNECT



<https://omsi.edu/>

## COMPENSATION AND BENEFITS

OMSI values its employees and provides highly competitive salaries and wages. The salary for the Vice President of Development will be \$153,092 that includes a comprehensive benefits package. This salary is non-negotiable and in line with OMSI's abiding commitment to fair and equitable compensation and hiring practices. Benefits include medical, dental, and vision insurance plans; flexible spending account (FSA); 403(b) retirement savings plans including a 2.5% employer match after one year of service; employee assistance program (EAP); life and AD&D insurance, short-term and long-term disability insurance; four weeks of paid vacation that vests immediately, 12 paid personal and cultural days, two weeks of wellness days annually on an accrual basis; and a warm, collaborative, creative, and meaningful work culture. Relocation assistance will be provided for the successful candidate.



## APPLICATION

The Oregon Museum of Science and Industry has retained Campbell & Company to conduct this search. The team for this project includes Dan Nevez, Vice President, and Alex Catuara, Senior Consultant.



**DAN NEVEZ**  
Vice President



**ALEX CATUARA**  
Senior Consultant

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## EQUAL EMPLOYMENT OPPORTUNITY

*OMSI promotes a positive and supportive work environment. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at OMSI will be based on merit, qualifications, and abilities. OMSI does not discriminate in employment opportunities or practices on the basis of race, color, religion, gender (sex), national origin, age, veteran status, sexual orientation, pregnancy, gender identity, disability, genetic information, or any other characteristic protected by law.*





Drawing on our deep expertise in environmental/conservation, human services, arts and culture, education, healthcare, and association/membership organizations, **Campbell & Company offers a high-touch, human-centered executive search experience for clients and candidates.** We recruit from our extensive national networks leveraging the relationships and reach of our entire firm, which for 47 years has partnered with organizations across the nonprofit sector to advance their missions and deepen their impact.

We are proud to be the executive search firm of choice for hundreds of nonprofit organizations. Campbell & Company has been listed four times as one of the country's **best executive search firms** by *Forbes* Magazine and named one of Women of Color in Fundraising and Philanthropy (WOC)'s **Top 10 search firms for placing extraordinary leaders of color** for two consecutive years. *Crain's* Chicago recently named us one of **Chicago's Best Places to Work**; *Seattle Business* Magazine also named us one of **Washington's Best Companies to Work For**.

As members of this employee-owned firm, everyone at Campbell & Company has a personal stake in the success of each client. Through our culture driven by **integrity, candor, rigor, partnership, inclusion, and creativity**, we empower every team member to innovate for the good of our clients.

Combining your mission and our passion, Campbell & Company **leverages our entire team** to be an effective and supportive partner before, during, and after complex leadership transitions. We are driven to place not just a capable candidate, but one who complements your existing culture, can **move your organization forward**, and will make a meaningful contribution to the nonprofit sector.

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