

LEADERSHIP PROFILE



Vice President of Development
EARTH University
Limon, Costa Rica and Atlanta, GA

"The place pulsates with purpose."

--an EARTH Ambassador

THE ORGANIZATION

EARTH University was created out of a conviction that environmental and social challenges can be resolved through education. A private nonprofit international university, EARTH offers a unique program in agricultural sciences and natural resources that contributes to sustainable development in the tropics. Founded in 1990, EARTH has received worldwide attention for its innovative, impactful educational approach. Some 1,300 EARTH graduates are at work around the world.

EARTH admits about 110 students each year, largely from Central and South America, the Caribbean and African nations, for an intensive four-year undergraduate program that leads to a Bachelor's degree in Agricultural Engineering (Ingeniero Agronomo). Approximately 80% of students receive full or partial scholarships. At EARTH, students develop as ethical leaders, gaining grounding in agricultural sciences, entrepreneurial skills and leadership development skills that incorporate environmental and social responsibility.



*"building strong foundations for nonprofits"*SM

EARTH graduates are empowered and equipped to help developing communities in the tropics achieve social, economic and environmental well being.

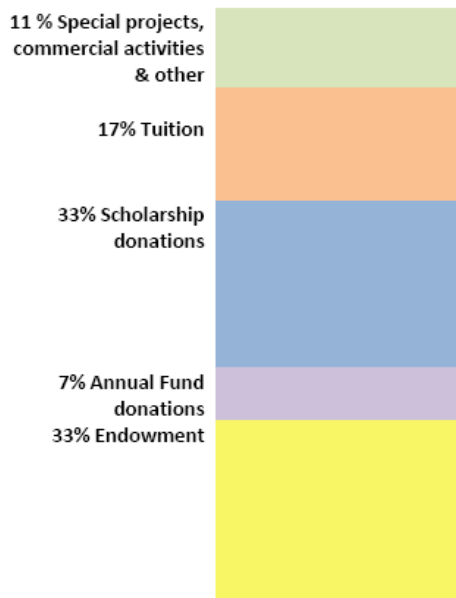


To remain on the cutting edge of higher education in agriculture, EARTH must substantially increase its annual operating and endowment funds. EARTH University seeks an experienced, visionary leader who will provide transformative vision, strategy and leadership for the development function.

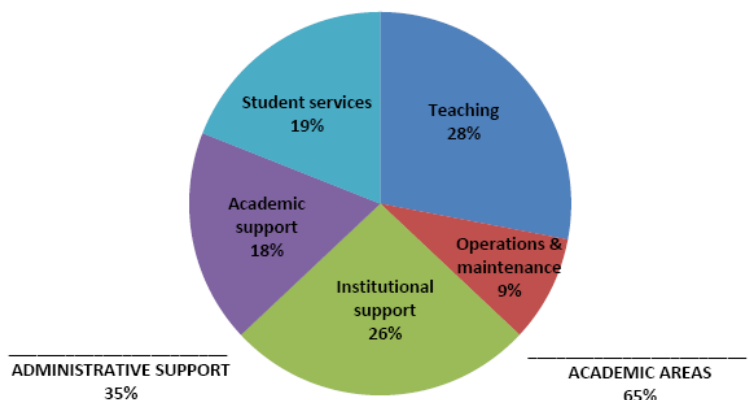
EARTH students demonstrate intense passion for learning and sense of purpose, and EARTH graduates are a force for environmental, economic and social justice in their home countries. Faculty, staff and members of the Board view EARTH as a life commitment and calling.

During 2009, EARTH University’s operating budget was \$12.2 million. The University raised \$7.8 million through fundraising activities in Latin America, the United States and Europe—off just 14% from the prior year, a testament to EARTH’s resonance with its donors. Additional resources came from the endowment fund, which declined due to market performance. The private donor base expanded to about 2,500 and the number of gifts more than doubled, from 350 to 724. 2009 sources of funding, and allocations, were:

2009 University fund sources



Resource allocation University operations 2009



Major supporters include the Open Society Institute, the W.K. Kellogg Foundation, the Costa Rican government and USAID. The Cummins Foundation has committed \$6 million via a five-year challenge grant, conditional upon jointly set targets that will insure the sustainability of the institution. A partnership with Whole Foods Market, which sells bananas produced at EARTH, provides internships for students and other support.



EARTH University has three boards: a governing Board of Directors, a Board of Trustees that oversees the endowment, and the U.S.-based Board of Trustees responsible for the EARTH University Foundation.

For more on EARTH, please visit www.earth.ac.cr.

EARTH Mission, Values and Pillars

Mission

Prepare leaders with ethical values to contribute to the sustainable development of the tropics and to construct a prosperous and just society.

Values

- Human Development
- Academic Excellence
- Ethical Behavior
- Social Consciousness
- The Search for Knowledge
- Sustainable Development
- Biodiversity Conservation

Four Pillars of EARTH's innovative model

- Ethical Values
- Social and Environmental Awareness and Commitment
- Entrepreneurial Spirit
- Technical and Scientific Knowledge

THE OPPORTUNITY

This is a time of promise and challenge for EARTH University. Now celebrating its 20th anniversary, EARTH is at an inflection point—poised for significant growth, and at the same time realizing that enhanced fundraising is essential to securing its future.

After two decades of stunning successes, EARTH experienced a dip in revenues last year. The institution tightened its belt, redoubled its efforts, and emerged strongly from the downturn – more committed than ever to building strong, sustainable development leadership and capacity.



The new Vice President of Development will lead EARTH's next phase of financial growth. With direct responsibility for global fundraising across the entire development continuum, the VP will create the vision and strategy for an enhanced development program, and will manage a team of 16-20 development professionals in the United States and Costa Rica.

Reporting directly to the President of EARTH University and working closely with the EARTH University Foundation Board, the Vice President will participate as a member of the senior management team of the University and will be responsible for creating a visible and effective worldwide fundraising program.

EARTH is poised for its next phase of growth. Buoyed by effective, long-serving leadership, a strategic plan and graduates who are living proof of EARTH's impact, EARTH University is ready to move to the next level in size, stature and mission accomplishment. With the help of the new VP, EARTH's faculty, staff and boards are ready to meet new challenges, including:

- Transforming and elevating EARTH's fundraising vision, plan and approach-- making it more strategic, holistic, integrated, innovative and sustainable.
- Preparing for a comprehensive campaign that will create greater scale and leverage for the mission.



- Creating the fundraising leadership, structure, systems, processes and relationships essential to securing EARTH University's future.

EARTH's new VP of Development will bring significant leadership and management abilities, multi-cultural competency, and a track record of growth. The VP will have proven ability to inspire, unite, manage and nurture high performing teams across cultures and geographies, and will bring special expertise in relational, major gifts fundraising. Key mandates are to:

- Lead global fundraising vision, strategy and planning.



- Inspire, build, manage and mentor a high-performing multi-cultural development team.
 - Partner effectively with the University President, Provost and Boards to plan and execute global fundraising opportunities.
 - Be a compelling representative of EARTH, managing a significant donor portfolio and telling the EARTH story.
- Manage development forecasting, goals, budgets, systems and processes.

The VP's mandate is bold, challenging and exciting. The new Vice President of Development will have the opportunity to take EARTH's fundraising team, strategy, leadership and results to the next level. The VP will help EARTH make a greater difference for more of the most resource-challenged people and places on earth.



THE RELATIONSHIPS

The VP of Development reports to the University President and is part of the Senior Management Team. The VP will manage a team of 16-20 professionals, about half based on campus in Costa Rica and half in the United States. EARTH's main U.S. office is in Atlanta, GA.

Reports to:	University President
Manages direct reports who oversee critical fundraising areas:	<ul style="list-style-type: none"> • Directors of Development for EARTH University (in Costa Rica) and EARTH University Foundation (in Atlanta) • Major Gifts Directors in Costa Rica and Atlanta • Foundations and Corporations • Donor Relations • Special Campaigns • Communications and External Relations • Special Events
Other key relationships include:	<ul style="list-style-type: none"> • EARTH University and EARTH University Foundation Board members • EARTH University donors, prospective donors and volunteers • EARTH University colleagues and students

THE LOCATION

The position is based jointly in Atlanta, GA and Limon, Costa Rica (one week/month) and involves significant international travel. The VP will have an office in both locations.

EARTH's main campus is located on 8,154 acres in the humid tropics of Costa Rica's Limon Province. A second center, EARTH-La Flor, is located on a 3,700 acre farm in the Guanacase province in the dry tropics of Costa Rica.



THE RESPONSIBILITIES

EARTH seeks a compelling, experienced development leader who is adept in multi-cultural settings and has a record of resource growth and innovation. The VP's charge is to lead, inspire, build and manage a high-



performing team and strategy for growing EARTH's resources. She or he will guide and mentor the development team based in Costa Rica and the U.S.

The VP must live and communicate passion for EARTH's mission, culture and unique approach. She or he will champion continuous learning, innovation and excellence. The VP will bring critical assets including the ability to:

- **Lead global fundraising vision, strategy and planning.** The VP will elevate and transform EARTH's fundraising approach through best practices, innovation and compelling leadership. The VP will create an environment of high engagement, performance, alignment and accountability that will enable EARTH to reach its full potential. The VP will develop a comprehensive strategy for global fundraising, and will manage execution so as to deliver increasing resources and sustainability.
- **Inspire, build, manage and mentor a high-performing, multi-cultural development team.** The VP will have a track record of building strong, enthusiastic and successful teams. She or he will have proven skills in coaching, mentoring, and building an environment of trust, alignment and improvement across teams and geographies. By translating EARTH's mission, values and goals into clear strategies and tactics, the VP will knit the global fundraising team together and enhance synergies and results.
- **Partner effectively with the University President, Provost and Boards to plan and execute global fundraising opportunities.** The VP will work well with key EARTH leaders to develop relationships and funding opportunities. She or he will be a superb relationship builder, skilled in moves management, effective stewardship and win-win partnerships.



- **Be a compelling representative of EARTH, managing a significant donor portfolio and conveying the EARTH story in persuasive ways.** The VP will be a convincing, experienced professional who will model relational fundraising and personally manage a portfolio. The VP's passion for EARTH's values and unique transformative work will be energizing and motivating to donors. He or she will bring expertise in storytelling, branding and messaging. The VP will provide guidance for enhancing the quality and consistency of EARTH's image on-line and in fundraising materials. The VP will inspire more and more people to understand and support EARTH.
- **Manage development forecasting, goals, budgets, systems and processes.** The VP will lead and manage a strategic, systematic, integrated development approach that facilitates year-round growth across the development spectrum. She or he will advance forecasting, analysis, budgeting, donor segmentation, metrics, fundraising systems and accountability.



THE CANDIDATE

The ideal candidate is an experienced leader and manager with deep grounding in the fundraising disciplines, a track record of innovation and resource growth, and significant multi-cultural competency. Interest in global economic, social and political contexts is essential, as is genuine passion for EARTH's mission and appreciation for diversity of all kinds. Fluency in both English and Spanish is strongly preferred.

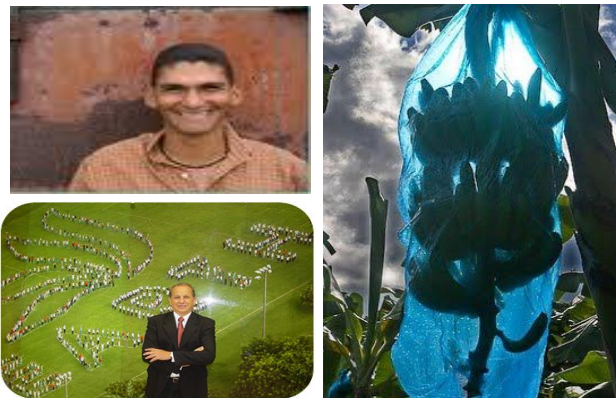


Personal assets will include positive energy, listening and relational skills, and confidence born of authentic ability. Additional assets being sought include:

- Compelling leadership that engages and motivates people around common vision, goals and strategies, and drives results across geographies.

- Confidence to draw upon significant experience, as well as to innovate and experiment.
- High emotional intelligence and strong interpersonal skills.
- Ability to work well within diverse cultures and contexts, and to inspire trust and confidence.
- A strong work ethic, coupled with proactivity and a penchant for continual improvement.
- The instinct to prioritize organizational mission, results and collaborative approaches over personal agendas.
- Ability to communicate clearly and persuasively in formal and extemporaneous settings, and to convey passion for EARTH's mission.
- Ability to make strategic decisions, foster high performance and accountability.

Compelling candidates could come from a variety of nonprofit contexts, and will bring senior-level fundraising leadership and management experience. EARTH University is an Equal Opportunity and Affirmative Action employer, and a diverse slate of compelling candidates is being sought.



For potential consideration or to suggest a prospect, please email

EARTHUniversity@BoardWalkConsulting.com

or call

**Kathy Bremer or Joan Schlachter
at 404-BoardWalk (404-262-7392).**

For the current status of this and other searches, please visit

www.BoardWalkConsulting.com
