

## POSITION PROFILE

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### SHADY SIDE ACADEMY VICE PRESIDENT FOR DEVELOPMENT

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<b>Position</b>	Vice President for Development
<b>Location</b>	Pittsburgh, Pennsylvania
<b>Reporting Relationship</b>	Academy President, Mr. Thomas Cangiano
<b>Education</b>	A Bachelor's degree in an appropriate field; an advanced degree is strongly preferred.

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### SHADY SIDE ACADEMY

Shady Side Academy is a nationally respected private school in Pittsburgh for boys and girls in grades pre-kindergarten through 12, with an optional five-day boarding experience in high school. Three age-specific campuses with extraordinary resources, teachers who actively mentor, a forward-thinking curriculum, a diverse and inclusive community, and a legacy of alumni accomplishments all inspire Shady Side students to high achievement in academics, the arts and athletics and to meaningful ambitions in life.

Shady Side Academy was founded in 1883 in the Shadyside area of Pittsburgh. The Senior School moved to a 130-acre campus in suburban Fox Chapel in 1922. The Junior School moved from the school's original site to its current seven-acre campus in Point Breeze in 1940. In 1958, a separate 35-acre Middle School campus was established in Fox Chapel. A pre-kindergarten program was added in 2007 and is housed in its own building on the Junior School campus. The Academy has an enrollment of approximately 935 students (PK-12), including 50 five-day boarders in grades 9-12. The student body is 55 percent boys, 45 percent girls and 22 percent students of color. Sixty percent of faculty members hold advanced degrees, and the student-teacher ratio is 9:1. Fifteen percent of students receive need-based financial aid.

Three full-time college counselors work individually with Senior School students to guide them through the college search and application process. The average SAT score of Shady Side Academy students is more than 400 points above the national average, and the Academy enjoys a 100 percent college matriculation rate.

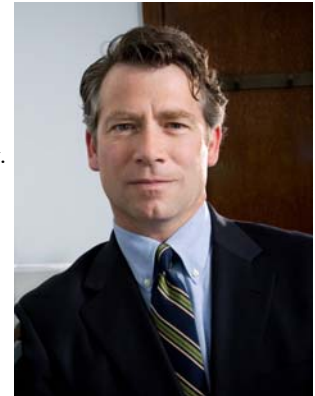
Senior School campus facilities include a Gold LEED-certified “green” classroom building; the Hillman Center for Performing Arts, with a 650-seat theater and black box performance space; six athletic fields, including a multipurpose turf stadium with eight-lane track and lights; two gymnasiums; 10 tennis courts; an indoor pool; and an ice hockey arena.

The Academy offers extensive array of summer programs that are open to the community, including day camps, summer school, sports and arts camps. The Hillman Performing Arts Series offers several professional family-friendly performances each year, drawing patrons from around the Pittsburgh area.

President Thomas M. Cangiano began his tenure at Shady Side Academy on July 1, 2010. Cangiano came to Shady Side after three years as president of the American College of Sofia in Bulgaria; previously he spent nine years at The Lawrenceville School in New Jersey.

The Academy’s current endowment is \$41.7 million. The last capital campaign ended in 2006 and was the largest in school history, raising \$41 million (\$10 million above goal). The notion of “giving back” to society in general is ingrained in Shady Side Academy graduates; it extends naturally to their school as well.

Shady Side Academy is now ready to embark on the next phase of its growth and already highly respected position as one of America’s important independent schools. The school’s newest goals embody the credo of “explore · engage · excel.”



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## POSITION

Shady Side Academy is seeking a Vice President for Development to serve as the institution’s chief fund raising officer. The successful candidate will be primarily responsible for leading the school’s development endeavors including annual giving, major and leadership giving, corporate and foundation relations, planned giving, donor relations, and alumni relations.

As a member of the President’s Executive Group, the Vice President for Development will work closely with senior administrative and faculty leaders to promote consistent messaging and meaningful constituent engagement. Additionally, with the support of a strong Board of Trustees, the Vice President for Development will participate in the strategic planning process and the articulation of capital fund raising priorities.

This role presents a compelling opportunity to build upon existing strengths and recent fund raising successes. It will also provide for long term goals of development and execution of campaign strategies. Expansion of the donor base and increased philanthropy to the Academy are equally important goals. The Vice President for Development will enjoy working for a school with a long, prominent history and national and regional reputation for excellence; a positive community and friendly culture; and a committed Board of Trustees which recognizes the need to partner well with the Vice President for Development.

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## THE OPPORTUNITY

The VP for Development position offers an exciting opportunity for an experienced Development/Advancement professional to make an impact and difference in the growth of Shady Side Academy. The timing couldn’t be more ideal – a new president, a strong, committed and knowledgeable board and energetic and dedicated faculty are in place and eager to continue with the next chapter of Shady Side’s path forward as an important player in the independent school world.

The responsibilities of this job are clear. They run the gamut of development activities, starting with creating and developing a strategic plan to its implementation along with on-going focus on the Blue and Gold annual fund, planned giving, and major and leadership giving, corporate and foundation relations, donor relations, and alumni relations. There will be a capital campaign just beyond the horizon; the preparation for this key activity will be paramount for the VP for Development and his team. It will take an experienced professional to lead and mould the development activities to fit the overall development objectives of the Academy.

The Vice President for Development position will have visibility, attention and emphasis. This person will work closely with Tom Cangiano and his leadership team and the Board of Trustees. This opportunity presents an exciting and significant career move for the right person at an outstanding independent school in a highly desirable community.

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## RESPONSIBILITIES

- Leading the development and refinement of an integrated and balanced fundraising strategy in a highly competitive market. Building on the annual campaign, the integrated plan will consider major and individual gifts programs, planned giving, special events, and corporate and foundation gifts.
- Cultivating, broadening and sustaining committed relationships on behalf of Shady Side Academy with alumni and alumnae, community and business leaders, the Board of Directors and other key volunteers, investors, senior staff and faculty to advance the mission of the Academy.
- Leading the transformation and growth of the development staff and infrastructure in support of organizational goals, which include defining and training to evolving roles and skills, developing required support systems and processes (including relationship management/CRM), reporting, product knowledge and setting goals.
- Maintaining expert knowledge of current and evolving resource development trends as well as economic, political, technical, and general business trends that may impact the Academy results to aid in the calibration of overall organizational efforts.

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## CANDIDATE QUALIFICATIONS

The successful candidate will have at least ten years of experience in development and related professional experience in independent school or higher education institutions. S/he will have superior written and oral communication skills and be well versed at negotiating and closing important capital gifts. The Vice President for Development will have had successful experience in managing a diverse staff and setting goals and monitoring progress toward goals. In addition, s/he will be required to have had experience working directly with volunteer boards.

In addition to the above experiences, the ideal candidates should possess:

- The ability to inspire, mentor and effectively manage and lead staff and volunteers.
- Demonstrated ability to think strategically and experience in designing and implementing a successful capital/comprehensive campaign and fund raising programs.
- A fund raising certification would be a plus.

- Clear and demonstrated familiarity and exposure to all elements of development activities including annual fund, major gifts, planned gifts, corporation and foundation giving; participation in special events.
- Proven success in closing six and seven figure gifts.
- Direct experience working at the secondary independent school level or in an institution of higher education with similar experience and exposure.
- Strong organizational skills.
- Highly effective delegation skills while keeping on top of department activities.
- Experience using metrics to establish goals and measure results.
- Impeccable interpersonal skills at all levels across all constituencies.
- A team building, highly collaborative leadership style at all levels of the institution.
- Diplomacy, energy, innovation, and the ability to anticipate, prioritize and implement.
- Unquestioned professional and personal integrity.
- A passion for the mission of Shady Side Academy and an eagerness to become immersed in the School's daily activities.
- A willingness and availability to travel extensively.
- The ability to handle high expectations
- Creativity, intelligence, a sense of humor, and flexibility

As stated, the successful candidate will be an articulate spokesperson as well as an effective writer and communicator, able to speak convincingly, knowledgeably, and passionately about Shady Side Academy both publicly and privately, demonstrating a persuasive, appealing and sincere personality. S/he will have motivational skills and the ability to lead while interacting effectively with multiple constituencies.

Shady Side Academy is committed to attracting and supporting a staff of women and men which fully represents the racial, ethnic and cultural diversity of the nation, and actively seeks applications from underrepresented groups. Shady Side Academy does not discriminate on the grounds of race, color, religion, sex, marital status, national origin, age, disability, veteran's status, sexual orientation or any other protected status.

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## INFORMATION

**This search is being conducted by  
Brown Schroeder and Associates, Inc.**

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