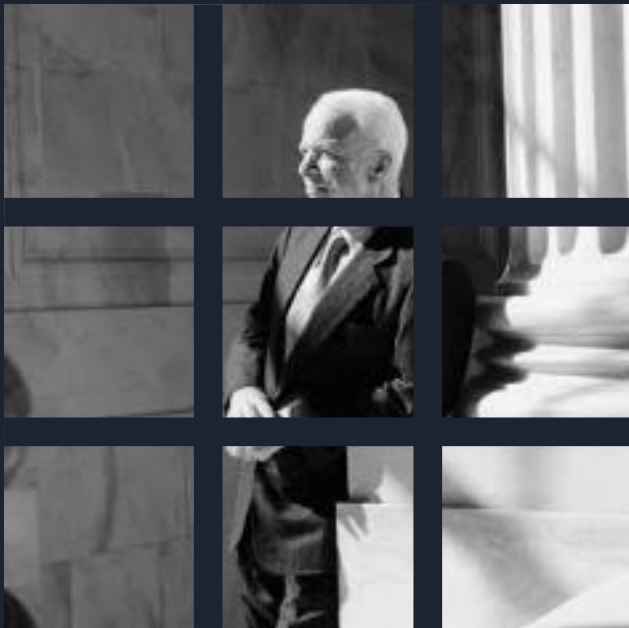


Position Brief for

The McCain Institute

For the position of Director of Development

September 2026



Contents

About The McCain Institute	3
The Position	4
The Candidate	5
About Odgers	7

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About The McCain Institute

The McCain Institute is a nonpartisan organization inspired by Senator John McCain and his family's dedication to public service. We are part of Arizona State University and based in Washington, D.C. Our programs defend democracy, advance human rights, and empower character-driven leaders. Our unique power to convene leaders across the global political spectrum enables us to make a real impact on the world's most pressing challenges. Our goal is action, not talk, and like Senator McCain, we are fighting to create a free, safe, and just world for all.

The McCain Institute is a nonpartisan organization based in Washington, D.C., and part of Arizona State University. It is inspired by Senator John McCain's legacy of public service and works to address global challenges through collaboration and action.

MISSION, VISION AND CORE FOCUS:

- **MISSION:** The Institute is dedicated to defending democracy, advancing human dignity, and promoting security worldwide.
- **VISION:** A world that is free, safe, and just for all people.
- **CORE FOCUS AREAS (THREE PILLARS):**
 - Defending democracy
 - Advancing human rights
 - Empowering character-driven leadership

APPROACH AND ACTIVITIES:

- Brings together leaders from across political and global perspectives to find practical solutions.
- Focuses on turning ideas into action with measurable impact.
- Provides training, builds partnerships, and convenes stakeholders to address pressing issues.
- Hosts events like the Sedona Forum, where global leaders discuss critical challenges.

The Institute honors John McCain's commitment to principled leadership and bipartisan cooperation by working globally to strengthen democratic values, protect human rights, and develop ethical leaders.



The Position

The Director of Development will play a critical role in advancing the McCain Institute's mission by securing philanthropic support from individuals, foundations, corporations, and institutional partners. Reporting to the Senior Director of Development, this individual will be responsible for building and managing a portfolio of donors, developing comprehensive fundraising strategies, and partnering closely with program leaders to translate the Institute's work into compelling funding opportunities.

This is an ideal opportunity for a relationship-oriented fundraiser who thrives in a mission-driven, entrepreneurial environment and is passionate about supporting democracy, human rights, and leadership development worldwide.

KEY RESPONSIBILITIES

DONOR CULTIVATION & FUNDRAISING

- Build, cultivate, and manage a portfolio of new donors.
- Personally secure \$2M+ annually in philanthropic commitments.
- Develop and execute sophisticated, multi-year donor cultivation strategies.
- Identify and pursue new funding opportunities across individuals, foundations, corporations, and institutional partners.

STRATEGIC DEVELOPMENT PLANNING

- Participate in the development and execution of comprehensive fundraising strategies.
- Support long-term donor engagement and stewardship initiatives.
- Collaborate with Institute leadership to align fundraising priorities with organizational objectives.

PROGRAM PARTNERSHIP & PROPOSAL DEVELOPMENT

- Partner directly with program teams to develop compelling, fundable initiatives.
- Translate programmatic vision into persuasive donor narratives and funding proposals.
- Develop grant proposals, budgets, impact reports, strategic plans, and donor materials.
- Support grant submissions and funding applications across the Institute.



LEGACY GIVING & SPONSORSHIP DEVELOPMENT

- Partner with the ASU Foundation on planned giving and legacy giving initiatives.
- Develop donor communications and engagement strategies.
- Secure sponsorships and donor participation for Institute events.

PORTFOLIO MANAGEMENT & REPORTING

- Utilize Salesforce and ASU Foundation systems to manage donor activity.
- Partner with Research and Prospect Management to identify and evaluate prospects.
- Track donor engagement, proposals, and fundraising outcomes.
- Contribute to institution-wide fundraising initiatives and campaign efforts.

The Candidate

The successful candidate will be a proven fundraising professional with experience securing major gifts and developing long-term donor relationships. They will bring strong strategic thinking, exceptional interpersonal skills, and the ability to translate complex programs into compelling funding opportunities. The ideal individual will thrive in a collaborative environment and possess a genuine passion for the McCain Institute's mission and values.

COMPETENCIES & AREAS OF EXPERTISE

- Major gift fundraising and donor cultivation
- Foundation, corporate, and individual giving strategies
- Moves management and multi-year fundraising campaigns
- Proposal writing, grant development, and donor communications
- Portfolio management and fundraising pipeline development
- Strategic relationship building with senior stakeholders
- Cross-functional collaboration with program and communications teams
- Event sponsorship and donor stewardship
- Salesforce and donor database management
- Financial analysis, donor research, and prospect evaluation
- Project management and execution of complex fundraising initiatives
- Ability to engage diverse political and ideological constituencies



ESSENTIAL QUALIFICATIONS

- Bachelor's degree required.
- Five or more years of successful nonprofit development and fundraising experience.
- Demonstrated success securing major gifts from individuals, foundations, corporations, and private funding sources.
- Proven experience implementing sophisticated donor cultivation and stewardship strategies.
- Exceptional written and verbal communication skills.
- Strong relationship management and stakeholder engagement capabilities.

PREFERRED QUALIFICATIONS

- Advanced degree.
- 5–7 years of fundraising experience in democracy, human rights, leadership development, public policy, international affairs, higher education, or think tank environments.
- Experience utilizing Salesforce and Workday.
- Experience managing complex, multi-stakeholder fundraising initiatives.

PERSONAL CHARACTERISTICS

- Strategic yet highly execution-oriented.
- Strong judgment, discretion, and commitment to ethical fundraising practices.
- Exceptional interpersonal and cultural competency skills.
- Collaborative, team-oriented approach.
- Passion for public service, democratic values, and leadership development.
- Comfortable operating in a fast-paced, entrepreneurial environment.

LOCATION

- Washington, DC
- Hybrid work schedule
- Travel required for donor cultivation, events, and strategic development activities.



About Odgers

Odgers was founded in 1965. We offer integrated executive search and leadership advisory services through our 59 offices in 33 countries. During our 60-year history we have developed functional and sector expertise and built a global network of relationships. We are deeply rooted in our local markets, which we combine with global perspective and reach, enabling us to serve clients across six continents.

What we do matters; our work impacts peoples' lives and drives our clients' success. It is a privilege to help build the world's best leadership teams, a trusted role we never take for granted.

This ethos underpins our commitment to our clients and candidates and motivates our colleagues to strive for excellence in all we do.

CONTACT DETAILS

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