



# World Pediatrics Director of Development Position Announcement August 21, 2025



To apply, please click [HERE](#)

Salary range is \$75,000-\$90,000 plus benefits.

Applications requested by September 29, 2025  
and accepted until the position is filled.

## The Opportunity

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**World Pediatrics (WP)** seeks a **Director of Development (DOD)** for the Triangle region of North Carolina to build on the momentum of its most recent and significant expansion. In 2023, WP established a presence in the Research Triangle, joining Atlanta, GA, St. Louis, MO, and Richmond, VA (WP headquarters) as major domestic markets. This intentional growth reflects WP's commitment to extending its impact, engaging new philanthropic communities, and increasing access to life-changing surgical care for children across the globe.

The Triangle was selected as WP's domestic newest market due to its strong base of supporters, exceptional quality of life, and internationally recognized health care providers, notably Duke University, The University of North Carolina at Chapel Hill, WP and Wake Med. The two universities recently announced the establishment of North Carolina Children's Hospital, the most recent example of collaboration between these two world-renowned health care systems. The establishment of this market underscores WP's evolving vision: to build regional infrastructure that fuels global impact through local leadership, partnerships, and philanthropy.

The DOD position presents an extraordinary opportunity for a dynamic, mission-driven fundraising leader. This individual will play a pivotal role in building and managing a robust portfolio of major gift prospects, cultivating strong relationships, and personally soliciting philanthropic commitments in support of WP's mission. They will advance WP's presence in the Triangle by engaging with WP's Triangle Market Board, strengthening community awareness, and expanding philanthropic partnerships to generate significant and sustained support. The ideal candidate will bring initiative, creativity, and a proven track record in major gifts fundraising, along with a deep belief in WP's mission to deliver healing and hope to children and families around the world who otherwise lack access to critical care.

## World Pediatrics

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Since 2001, WP has provided thousands of children with access to lifesaving and life-changing care, facilitated training for hundreds of local healthcare workers across pediatric specialty disciplines, and worked with governments and hospitals to develop system capacity and resources and advocate for health policies. Driven by its guiding purpose, WP seeks *"to elevate the human condition by enabling sustainable transformation of access to advanced pediatric care."* WP partners with governments, in-country health care workers, and local organizations to achieve its

vision *"to have unique, sustainable models for advanced pediatric care implemented everywhere we work."*

For more than 20 years, WP has grown to an expansive and dynamic healthcare delivery system. The WP network now includes:

- 45+ professional staff members
- 200+ medical volunteers
- nearly 50 hospital and supply partners
- Four Market Boards in Atlanta, Richmond, St. Louis and the Triangle and an Executive Board
- and thousands of donors and supporters from more than 15 countries.



**WP provides direct advanced care to thousands of children each year, while also empowering local pediatric specialists and strengthening the capacity of local healthcare systems. These outcomes are achieved through:**

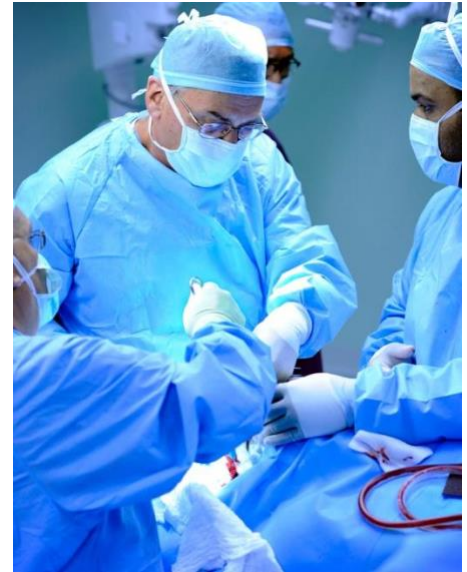
1. **DIRECT CARE** – Delivering pediatric surgical and specialty care to children in over 20 specialties via traveling diagnostic and surgical teams and coordination of care at partner hospitals.
2. **GLOBAL NETWORKS** – Continuously building a robust network of pediatric healthcare resources through global partnerships.
3. **CAPACITY BUILDING** – Developing in-country healthcare resources through training, education, technology, and infrastructure/resource development.
4. **COMMUNITY-DRIVEN MODEL** – Local staff in 12 partner countries drive organizational efforts in the Latin America, Caribbean and United States Regions.

In turn, the WP Model:

- Builds **strong international and regional networks** with hospital partners and medical professionals
- **Formalizes partnerships** with Ministries of Health and regional health agencies

- **Strengthens local healthcare systems** by prioritizing education, training, and advocacy programs
- Commits to excellence through **monitoring patient care and tracking outcomes**
- **Leads efforts on the ground** in all partner countries with professional WP staff and partner healthcare workers
- **Demonstrates cultural competency** and humility

Partnerships are a vital part of the WP delivery system. Philanthropic in-kind support from medical volunteers, supply and equipment companies, hospitals, and other partners help turn every dollar raised into so much more than delivered care. Through event and program sponsorship and outright giving, WP Corporate Partners invest in a global health system that means the difference of a lifetime for the communities served. WP also values its relationships with health care providers and medical device suppliers, and hospitality and travel partners.



## The Position

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Reporting directly to the CEO in Richmond, VA, the DOD will lead all facets of WP's work in the Triangle Market. This entrepreneurial leader will adapt and implement proven policies, systems, and programming from other WP regions while tailoring them to the unique opportunities of the local market. At the heart of the role is the initiation and cultivation of relationships—with individuals, corporations, foundations, and medical institutions—that drive community engagement and generate significant philanthropic support for WP's mission. The DOD will be equally comfortable setting strategy and executing initiatives to ensure the Triangle market is positioned for sustainable growth and long-term impact.

The DOD's primary responsibilities will involve driving strategy and hands-on implementation for short- and long-term revenue growth and expansion in the Triangle market. A key priority will be developing and managing a robust portfolio of annual and major gift prospects, with a focus on cultivating relationships that lead to sustained philanthropic support. The DOD will also lead and engage the Triangle Market Board, a non-governing advisory group of community and business

leaders charged with building visibility for WP in the region and cultivating relationships with individuals, corporations, foundations, and medical institutions, leveraging the board's networks and influence to expand philanthropic support and community engagement. The DOD will also be responsible for executing the **Triangle Market Business Plan**, finalized in 2024, which outlines the strategic roadmap for regional growth, community engagement, and fundraising. Success in this role requires a demonstrated history of securing six-figure gifts and building comprehensive, geographically tailored fundraising strategies that generate meaningful results. This individual must be energized by front-line fundraising and entrepreneurial in approach; the success of these efforts will directly influence the timeline for hiring additional staff and expanding the Triangle-based WP team.

As the primary ambassador and chief relationship builder for WP in the Triangle Market, the DOD will cultivate and steward a diverse network of individual, medical, corporate, and community partners. These relationships will be instrumental in expanding the donor base and securing resources to increase access to life-changing treatment. The DOD will also help connect and strengthen WP's network of medical professionals, regional health care agencies, and hospitals, creating a powerful ecosystem of care for children in need.

The Triangle expansion represents a pivotal moment in WP's vision to broaden its impact. The DOD will play a key role in shaping the strategies, partnerships, and best practices that will guide WP's successful entry into future markets, ensuring that this growth extends the reach of healing and hope to even more children and families.

## The Location

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More than two million people and 10 colleges and universities reside in the "Triangle" region of North Carolina which includes the cities of Raleigh, Durham and Chapel Hill. The Research Triangle Park has attracted hundreds of companies to the region helping to make it the largest research park in North America. Perfectly positioned midway between the coast and the Appalachian Mountains, with the highest peaks east of the Rockies, the Triangle offers residents a beautiful place to call home.

The Research Triangle, anchored by three major research universities, The University of North Carolina at Chapel Hill, Duke University, and North Carolina

State University, is home to world-class medical schools and a thriving health care ecosystem. The region is recognized for innovative research, successful clinical trials, renowned surgical centers, and a variety of community resources. The Triangle region has some of the top-ranked hospitals in the country with satellite locations spread across the region. In 2027, construction will begin on NC Children's Hospital, a 500-bed freestanding pediatric facility jointly developed by UNC Health and Duke Health. The new campus will also include an outpatient care center and a behavioral health center.

## Responsibilities

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### Strategic Competencies

- Develop and implement a strategic fundraising plan tailored to the specific demographics, industries, and donor pool within the Triangle and state of North Carolina.
- Spearhead approach for NC Market to generate \$2 million annually by year 2028.
- Coordinate with the headquarters Development Operations team to ensure accurate tracking, reporting, and analysis of donor data to inform strategy and measure results, as well as to design and deliver personalized donor recognition and stewardship.
- Collaborate closely with the Marketing and Communications team at headquarters to align messaging, create compelling donor communications, and ensure consistent brand presence in the Triangle market.
- Identify and pursue opportunities for new fundraising and revenue growth through creative means.
- Identify, recruit, and lead the Triangle Market Board (non-governing board) and key fundraising volunteers to align fundraising efforts with organizational goals and foster a culture of philanthropy within volunteer leadership.
- Participate in regular strategy and planning meetings with Executive Directors and development staff from other WP markets to share best practices, align priorities, and leverage cross-market opportunities.

### Drive Revenue Generation



- Build and manage a robust portfolio of annual and major gift prospects, focusing on cultivating, soliciting, and closing six-figure gifts.
- Strategically engage the CEO in cultivation and solicitation with high-priority prospects and partners to maximize relationship impact and gift potential.
- Identify and engage potential donors, philanthropic organizations, corporate partners, and community stakeholders to foster strong, lasting relationships and secure significant contributions.
- Identify and pursue grant opportunities from local agencies, foundations, and corporations; collaborate with the CEO and senior leadership to prepare compelling proposals.
- Plan and execute major gift and capital campaign strategies that drive substantial philanthropic investment.
- Implement effective donor stewardship programs that deepen engagement, strengthen loyalty, and inspire increased giving over time.
- Plan, organize, and execute high-impact fundraising events and campaigns that engage the community, attract new donors, and increase overall financial support.

## **Oversight and Management**

- **Financial Management:** Work closely with the Richmond-based finance team to ensure proper allocation and reporting of funds and maintain transparency with donors and stakeholders.
- **Public Relations and Advocacy:** Represent the organization at public events, conferences, and media appearances to raise awareness about the mission and drive support.  
Collaborate with the Marketing and Communications team to build WP's visibility and recognition in the Triangle market, ensuring local messaging is aligned with national brand identity.
- Serve as the key liaison between the Triangle market and WP headquarters, ensuring strong alignment of goals, strategies, and resources.

## **Required Skills & Characteristics**

World Pediatrics is a great fit for an entrepreneurial leader committed to advancing pediatric health care across the globe. Candidates should possess strong initiative, personal drive, and motivation; demonstrate exemplary professional behavior and values; and be resourceful, collaborative, and culturally competent. The successful DOD will bring creativity and a proven ability to build and manage a major gift portfolio, working in close coordination with the headquarters team in Richmond to establish WP's presence in the Triangle market. This individual will excel at cultivating relationships, leveraging volunteer leadership, and strategically engaging senior leaders to inspire transformative philanthropy.

- Bachelor's degree in a related field (e.g., Nonprofit Management, Business Administration, Communications) required; advanced degree preferred.
- 3-5 years of related experience and proven track record of successful fundraising in the nonprofit sector, with a focus on major gifts, events, and campaigns.
- Knowledge of the unique philanthropic landscape in the Triangle region preferred.
- Demonstrated success managing a portfolio of major gift donors, including cultivating, soliciting, and stewarding six-figure gifts.
- Experience working with volunteer boards or advisory committees to advance fundraising goals.
- Ability to strategically deploy senior leaders (e.g., CEO) in donor cultivation and solicitation.
- Results-oriented leader who has demonstrated the adaptability to pivot strategy amidst changing conditions in order to achieve established goals.
- Strong leadership skills with the ability to inspire and motivate teams, volunteers, and donors.
- Excellent oral and written communication skills, including the ability to deliver compelling presentations and proposals.
- High level of emotional intelligence and the ability to cultivate strong, trust-based relationships with diverse stakeholders.
- Strong capacity and resilience of working in a fast-paced, changing, and agile environment.
- Familiarity with fundraising software, donor databases, and online fundraising platforms is a plus.
- Willingness to travel locally and regionally for donor meetings and events.
- Passion for the mission and vision of WP and dedication to making a positive impact on the community.



## Physical Requirements

- Must be able to drive on a regular basis; must have and maintain an incident-free driving record.
- Must be able to lift 30 pounds without assistance.

## Work Environment

- Hybrid work in the Triangle region with regular site visits for donor engagement and special events.
- Periodic travel to headquarters in Richmond, VA.
- Occasional travel other WP regional offices.

**Salary/Benefits:** World Pediatrics is committed to attracting extraordinary development professionals for this position. We seek to attract and retain such outstanding employees through a comprehensive package that includes a competitive salary in the range of \$75,000 - \$90,000 and a generous employee benefits package that includes medical, dental vision, 403(b) plan, professional development, paid holidays, and paid time off (PTO).

**To Apply:** Please submit a cover letter and resume by September 29, 2025, by applying [HERE](#). Applications will be accepted until the position is filled.

**Questions:** [WPSearch@mossandross.com](mailto:WPSearch@mossandross.com)

***World Pediatrics is committed to creating an inclusive work environment and welcomes applications from all genders, races, religions, sexual orientations, ages, and any other groups that could bring diverse perspectives to our organization.***



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