



University of California
San Francisco

Director of Development, Neurosciences

University Development and Alumni Relations

Hybrid / San Francisco Bay Area

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About The University of California, San Francisco

The University of California, San Francisco (UCSF) is the nation's leading public health sciences research university dedicated to advancing health worldwide through innovative health-sciences education, discovery, and patient care. Part of the 10-campus University of California, UCSF is the only one dedicated exclusively to graduate and professional education.

UCSF stands as the nation's premier public health sciences university, proudly holding the #1 ranking by *US News and World Report* for 2023. Each of UCSF's four graduate schools ranks as the top recipient of NIH funding. UCSF's Development and Alumni Relations Program reflects the University's excellence.

UCSF is comprised of four top-ranked graduate schools, including medicine, nursing, pharmacy, and dentistry; a graduate division with nationally renowned programs in basic biomedical, translational, and population sciences; an exceptional biomedical research enterprise; and the top-ranked UCSF Medical Center and UCSF Benioff Children's Hospitals.

University Development & Alumni Relations (UDAR) supports the University's multiple missions and generates private gifts that support the aspirations of the faculty, students, and patients. This team reflects the University's excellence and focuses on the priorities established by UCSF leadership, working closely with donors to ensure their philanthropic goals are achieved.

Recently concluded, [UCSF: The Campaign](#) exceeded its goal of \$5 billion with a final total of \$6.2 billion. The campaign focused on three "Grand Challenges": solving fundamental biological mysteries; accelerating the translation of discoveries to transform patient care; and health equity, working with organizations in the public and private sectors that share UCSF's commitment to everyone's opportunity to live a healthy life.

Cash totals (outright gifts, grants, and pledge payments) for the past three fiscal years have averaged \$757 million, with a high of \$881 million in 2022. From 2017 through 2021, 51 gifts of \$10 million or more were raised.

The **CASE Voluntary Support of Education Survey (VSE)** shows that over the past five years, UCSF's fundraising results were in the top 5 of all U.S. research universities, private or public.

Position Summary

UDAR has an exceptional opportunity for an entrepreneurial fundraising professional whose creativity, intellectual curiosity, analytical mind, and business acumen enables them to develop collaborative, strategic funding opportunities across one of the best Neurosciences teams in the country.

As a Director of Development, Neurosciences, you will work closely with clinicians and researchers to advance fundraising strategy for the neurosciences, including UCSF's

Departments of Neurology, Neurological Surgery, and Psychiatry and Behavioral Sciences. Your role is to inspire and engage an extraordinary community of philanthropists and alumni, and to build connections between these supporters and the scientists and specialists who are solving the Grand Challenges in human health.

The UDAR Neurosciences team plays a critical role at UCSF and UDAR, and raised \$1.29 billion of the \$6.19 billion total raised during [UCSF: The Campaign](#) to transform research, education, and patient care priorities.

The UCSF Neuroscience community is one of the largest and best in the world, with each of the three primary clinical departments top-ranked in both clinical care, according to U.S. News & World Report, and research support from the National Institutes of Health (NIH). UCSF's strength comes from its unique culture of collaboration. Nowhere is this collaborative approach stronger than in the neurosciences, where the Departments of Neurology, Neurological Surgery, and Psychiatry and Behavioral Sciences work closely together in partnership with experts across UCSF, breaking down barriers between disciplines and pushing the frontier of what we know about the brain to improve human health.

UCSF's ability to understand the mysteries of the brain and the fundamentals of health is undergoing a rapid, perhaps unprecedented, acceleration. New technologies for observing and interacting with the brain and nervous system are changing how we understand and care for neurological conditions, and UCSF is at the center of this revolution, as evidenced by recent coverage in the New York Times and the Wall Street Journal:

- [How Brain-Computer Interfaces Could Restore Speech and Help Fight Depression](#), the Wall Street Journal
- [A 'Pacemaker for the Brain': No Treatment Helped Her Depression Until This](#), the New York Times
- [Tapping Into the Brain to Help a Paralyzed Man Speak](#), the New York Times
- [Scientists Create Speech from Brain Signals](#), the New York Times

Essential Job Functions

The Director of Development, Neurosciences will play a pivotal role in advancing fundraising strategy and increasing philanthropy for the neurosciences. The Director will:

- » Develop and navigate highly collaborative internal relationships with UDAR colleagues and leaders, faculty, and institutional leaders
- » Partner with faculty to strategize and identify gift opportunities, articulating a clear vision for priority areas
- » Collaborate with faculty and UDAR leadership in developing funding and partnership proposals featuring groundbreaking giving opportunities in the Neurosciences, the impact of the work, and the inspirational advancement in healthcare

- » Build and manage the University's relationship with current donors who give or can give at the \$250,000+ level with significant opportunity to cultivate those capable of giving \$1,000,000 and above
- » Engage, qualify, and cultivate new donors from a high-volume pipeline of grateful patients, building long-lasting transformational relationships
- » Drive project management and strategy for various high-profile events and complex projects

Qualifications

The ideal candidate possesses an intellectual curiosity for the neurosciences. They have sharp communication skills and the ability to navigate a complex, matrixed organization, often with competing priorities. Political acumen, emotional intelligence, determination, and fortitude are crucial to success in the role.

Position Requirements

- » Bachelor's degree in a related area and/or equivalent experience/training
- » Ten or more years of professional work experience, preferably in fundraising, medical sales, or wealth management roles involving high-net-worth (HNWI) and ultra-high-net-worth (UHNWI) individuals; ideal candidates will possess a strong track record in areas related to these fields, demonstrating a proven ability to manage and cultivate relationships with affluent donors or complex clients
- » Expert working knowledge of all aspects of relationship management, fundraising, donor relations, and public relations concepts, principles, procedures, and techniques
- » Expert written and interpersonal communication skills, including political acumen, to establish and maintain good working relationships throughout the organization and with outside constituencies
- » Ability to distill and translate complex medical research into relatable material for all audiences
- » Expert skills in making persuasive and compelling presentations of goals and objectives to secure gifts
- » Expert organizational, analytical, and critical thinking skills
- » Expert project/program management skills, including skills in setting and meeting goals and objectives within budget and time constraints
- » Expert-level skills in maintaining confidentiality
- » Skilled problem-solver with a high degree of adaptability; self-starter who thrives in a complex, entrepreneurial environment

Leadership + Key Colleagues

(Please do not contact the organization or its leaders directly)

Sean T. Gallagher

Senior Executive Director of Development, Neurosciences

Sean Gallagher joined UCSF in October 2010 and leads neuroscience fundraising as the Senior Executive Director of Development. In addition to closely collaborating with members of the neurosciences team, he is a principal gift strategist for opportunities spanning the neurosciences and related areas across the university. He also serves on the development office's executive team. Prior to joining UCSF, Sean was the Director of Planned Giving at the Children's Hospital of Philadelphia. He earned a juris doctorate from the Temple University Beasley School of Law in Philadelphia.

Emily Wozniak

Senior Director of Development, Neurosciences

Emily Wozniak serves as Senior Director of Development and shares management responsibility on the neurosciences team in addition to working on cross-cutting strategy across all three departments. At UCSF, she was previously director of development for diabetes, orthopaedic surgery, and dermatology, and partnered extensively with faculty, institutional leaders, and donors to secure impactful principal and major gifts. Emily also brings significant experience in academic medicine from her time working at Stanford Medicine, and many years working in fundraising for the arts in New York at Juilliard, the Eastman School of Music, and at Sound ExChange— a nonprofit Emily founded and led while pursuing a master's degree at Eastman in arts leadership and education.

Reporting Relationships

The Director of Development, Neurosciences reports directly to the Senior Director of Development, Neurosciences and has no direct reports.

Compensation + Benefits

The salary range for this position is approximately \$160,000- \$185,000.

UCSF offers an extensive benefits package to include:

- » Choice of medical and dental plans
- » Vision plan
- » Supplemental health plans (accident, critical illness, and/or hospital indemnity)
- » Legal plan
- » Disability, life, and accident insurance
- » Tax-savings programs:
 - » Tax Savings on Insurance Premiums (TIP)
 - » Health Flexible Spending Account
 - » Dependent Care Flexible Spending Account
- » Family care resources
- » Pet insurance
- » Vacation: Ten (10) hours of vacation leave per month
- » Sick leave: Eight (8) hours of paid sick leave per month
- » Fourteen (14) UCSF paid holidays
- » Relocation assistance available for candidates outside the San Francisco Bay Area region

As a reflection of our firm's commitment to equity and equal pay for all, Cooper Coleman requires that salary ranges or salary starting points be published for every search we conduct. The practice of not posting salaries perpetuates the gender and racial wage gap and discriminates against women, people of color, and other historically excluded populations by causing individuals to negotiate from a disadvantaged starting point.

Location

This hybrid position requires onsite work at the UCSF campus as business necessitates. The successful candidate must reside in or relocate to the San Francisco Bay Area region.

EEO + Diversity, Equity, and Inclusion

PRIDE Values. UCSF is a diverse community made of people with many skills and talents. We seek candidates whose work experience or community service has prepared them to contribute to our commitment to professionalism, respect, integrity, diversity, and excellence – also known as our PRIDE values.

In addition to our PRIDE values, UCSF is committed to equity – both in how we deliver care as well as our workforce. We are committed to building a broadly diverse community, nurturing a culture that is welcoming and supportive, and engaging diverse ideas for the provision of culturally competent education, discovery, and patient care. Additional information about UCSF is available at diversity.ucsf.edu

Equal Employment Opportunity. The University of California San Francisco is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, protected veteran or disabled status, or genetic information.

Background Checks

Before sending your resume for this position, please read it over for accuracy. Cooper Coleman verifies its candidates' employment and academic credentials at the time of offer, and our clients frequently conduct background checks before finalizing an offer.

Submission Instructions *(read carefully)*

[Cooper Coleman](#) is leading this search on behalf of UCSF. To apply, please [visit this link](https://www.coopercoleman.com/current-searches) (www.coopercoleman.com/current-searches). Nominations of qualified candidates can be sent to:

Kathy Kraushar

Kathy@coopercoleman.com

Kindly use the position title as the subject line of your email. All inquiries will be held in confidence.

A cover letter is not required with your initial application but is welcomed to help us understand your fitness for and interest in this role during our initial evaluation. Candidates invited for interviews will be asked to provide a thoughtful letter of interest indicating their specific qualifications for the opportunity, desire to join UCSF, and connection to its mission.

Cooper Coleman LLC is committed to providing equal employment opportunities to all qualified candidates and will refer candidates without regard to race, color, religion, national origin, sex, sexual orientation or identity, age, ability, veteran status, or any other legally protected basis.

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About Cooper Coleman

Cooper Coleman is a full-service recruiting and consulting firm partnering exclusively with nonprofit organizations, foundations, and research and academic institutions to drive meaningful growth. We move organizations *forward* by placing the right leaders in the right roles at the right time, and we help to strengthen management and fundraising capacity to amplify their mission and impact.

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