



Regional Vice President, South (Austin, Texas)

Who We Are:

Children's Cancer Association is the only organization of its kind. Established in 1995, our mission is to empower all seriously ill children to express themselves, to play, and to make meaningful connections by enriching their treatment experience and improving their well-being with joy-based programs. Our trauma-informed and award-winning JoyRx Music, Mentorship and Nature programs are based on research and best practices – aligned with pediatric healthcare goals and family feedback – resulting in measurable, immediate, and sustained impacts in psychosocial dimensions of pediatric care.

CCA has had a presence in Austin, TX since 2014, hiring our first employee in 2022. CCA currently offers JoyRx Music in-hospitals in the region and has 3 staff members. The Austin team enjoys the support and partnership of a regional business influencer group, the [CCA Austin Leadership Council](#) who assist with fundraising, growth, and mission delivery goals. While not a governing body, some members of the ALC are also members of Children's Cancer Association's national governing board of directors. The Regional VP in Austin is a member of, and collaborates closely with, CCA's senior leadership team based in Portland, Oregon.

We are passionate about diversity, equity, and inclusion and believe that a diverse staff of highly skilled and creative individuals is necessary to achieve the vision and mission of the organization. We strive to create a work environment that reflects the communities we serve where everyone feels empowered to bring their whole, authentic selves to work, fully as they identify. We welcome and encourage applications from candidates who can contribute to the diversity of our workforce across a range of dimensions.

Who You Are:

You are an experienced development professional with an entrepreneurial mindset ready to take CCA's programs to the next level in our South Region. You are motivated to join the organization during this exciting time, showcasing your ability to contribute and lead aspects of the multi-year strategic plan that will bring new opportunities to expand our program impact across the region. You have a strong background in individual and corporate philanthropy, exceeding goals and inspiring support through major gifts, sponsorships and private, family, community, and corporate giving channels. You are a fundraiser at heart with a thoughtful approach to stewardship, a drive for new donor and business development, and commitment to exceeding goals. You enjoy working collaboratively across teams and geographies to gather necessary information to build compelling cases to fund projects. You have experience and expertise in closing five and six figure donations from corporate, foundation and individual donors. You are curious, looking for new and innovative means to grow mission-based and youth-focused programming and fund strategic growth initiatives.

The Regional Vice President reports directly to the CEO and is a member of CCA's senior leadership team in Portland, whom you will work closely with on a regular basis.



Essential Functions of the Regional Vice President:

Business Development & Fundraising

- Develop and Execute Innovative Business Development Strategies - Spearhead the expansion and diversification of our donor base by crafting and implementing cutting-edge strategies. This includes identifying high-potential donor prospects, cultivating enduring partnerships, and leveraging data-driven insights to enhance fundraising effectiveness and drive sustainable growth.
- Lead major gifts program including strategies to qualify, cultivate, solicit, upgrade, steward, and recognize major donors. Develop and implement multi-year, comprehensive engagement strategies for highest-level donors.
- Manage and promote proper use of a moves management system to ensure prospect pipelines are refreshed, pursued, and fully engaged. Direct use of analytics and reports to provide a disciplined approach toward goal achievement and projections.
- Annually responsible for securing gifts ranging from \$10K to \$100K+. This position will manage a yearly portfolio of donor prospects and be responsible for personal revenue goals and ensuring team fundraising success.
- Oversee the donor relations plan that ensures all major, corporate and planned giving donors receive appropriate, consistent recognition, stewardship and an accounting of the impact that their gift.
- Produce monthly reports that monitor, track and utilize donor metrics to aid in departmental strategy, track performance and monitor donor satisfaction.
- Create customized major gift proposals including creative concepts, corporate partner activation, employee and volunteer engagement, and budget requirements.
- Work alongside Sr. Development Manager to oversee, support and drive the success of events and campaigns.

Financial Management

- Work with CEO and Vice president of Finance and Operations to determine annual budget and track monthly against goals.
- Develop and manage the annual regional development budget, ensuring that resources are allocated effectively and efficiently.
- Monitor CCA's regional financial performance and provide regular updates to the senior leadership team and the Board of Directors.
- Utilize a hands-on approach to drive the success of team performance and results of all fundraising categories including local events, major gifts, planned giving, annual online and monthly giving programs, donor relations, and corporate giving.
- Ensure compliance with all financial policies and procedures.

Leadership and Management

- Provide leadership and direction to Austin CCA development team, including overseeing the development and implementation of the strategic plan, annual budget and fundraising plan.
- Develop and maintain effective working relationships with the Austin Leadership Council, local Board of Directors, staff, volunteers, donors, community partners and the CCA national leadership team.
- Supervise and manage the Austin development team, providing support and guidance to ensure the CCA's goals are met. Support staff to ensure staff are performing at their highest potential, are finding growth and fulfillment in their contributions, and have clear roadmaps for professional development.
- Support the Austin programming team, providing partnership and collaborative decision making to align goals and drive results in your region.



- Ensure reward and recognition is a consistent component of organization culture.
- Serve as the face of leadership for CCA in Austin, through business networking, community presentations, media opportunities and more.
- In partnership with HR and Finance - ensure compliance with all legal and regulatory requirements.

Leadership Council and Board Relations:

- Work closely with the local team, the Austin Leadership Council and local members of the Board of Directors to develop and implement strategic influencer, fundraising, and impact plans.
- Provide regular reports to the executive team and the Board of Directors on CCA's regional performance, including financial and programmatic performance.

Qualifications and Skills:

- Demonstrated success in identifying and capitalizing on new business opportunities, with a track record of establishing and nurturing strategic partnerships that drive revenue growth and enhance organizational impact.
- Strong leadership and management skills with the ability to motivate and inspire staff, volunteers, community partners, donors, leadership council and the Board of Directors.
- Comfortable with ambiguity and competing priorities.
- Established connections in the Austin area and strong knowledge of the fundraising landscape.
- Able to identify funding projects and match them with potential funders.
- Exceptionally strong written and oral communication skills with the ability to build information sharing and consensus.
- Proficient in the use and creation of Excel spreadsheets, including formulas and tables.
- Outstanding planning, organizational, and analytical skills.
- Sound judgment in problem-solving and decision-making techniques.
- Able to balance competing priorities, complex situations, and tight deadlines.
- Motivated by CCA's mission with a drive for continuous learning and improvement.

Education & Experience:

- Bachelor's Degree in related field, with Master's preferred, or a combination of education and relevant experience
- 10+ years of experience in fundraising, relationship development and staff management
- Proven track record of closing six-figure donations and sponsorships, contributing significantly to annual fundraising goals
- Experience in developing and implementing strategic donor engagement plans
- Experience in Raiser's Edge preferred
- Experience in Apricot 360 beneficial
- Understanding or familiarity with healthcare systems a plus

Competency Requirements:



- *Visioning* – Effective performers are imaginative. They can create a vision of a preferred future for their team. They communicate it clearly and enthusiastically in such a way that others are attracted to it. They can bring the vision to life for team members.
- *Inspirational Influence* – Effective performers inspire excitement and momentum for change. They create a sense of direction and purpose to strive towards a compelling vision of the future by embracing and embodying core values. They influence others to translate vision into action.
- *Strategic Thinking* – Effective performers act with the future in mind. They plan for and make decisions within the framework of the enterprise's strategic intent. They know and understand the factors influencing strategy and they consider future impact when weighing decisions.
- *Revenue Generation* – Effective performers are experienced with developing resources, partnerships and philanthropy. They can assess, implement and evolve new business opportunities. They establish and monitor appropriate revenue metrics. They interpret and use financial and donor data to make informed business decisions.
- *Coaching and Counseling* – Effective performers see themselves as coaches and mentors and actively develop their team. They effectively instruct employees at all performance levels and enjoy helping team members grow. They set goals for their people, communicate them clearly and specially, and use objective means to monitor progress towards those goals. They offer clear, direct, and timely feedback, and provide training, direction and support. They can successfully redirect performance that falls short of expectations.

Work Environment:

At CCA we are committed to a work environment where each person feels a sense of belonging and they are recognized, appreciated, and valued.

This position is based in Austin, TX, and is primarily remote, but may transition to a hybrid office environment, with both onsite (professional open office environment) days and the ability to work remotely up to two days/week (Mondays & Fridays).

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job, with or without reasonable accommodation.

Due to the nature of CCA's work with immunocompromised children, it is our responsibility to take every precaution possible to protect the health and safety of the children and families we serve.

This position requires frequent operation of a computer and other office equipment, such as a calculator, copy machine, and computer printer. This position requires the ability to perform basic math and speak, hear, write, and read English. This is largely a sedentary role; however, some occasional lifting is required (up to 20 lbs).

Travel:

This position requires occasional travel in Austin Metro areas and there may also be limited travel to other key regions, including trips to our corporate headquarters in Portland, Oregon twice per year.

Compensation & Benefits:



CCA is a growth organization that looks for team members to grow with it. CCA offers a generous total rewards package, a casual work environment, and an inclusive culture.

This position offers a generous benefits package, bonus opportunity and a competitive salary range starting at \$130,000 per year. Final offer amounts and levels are determined by multiple factors, including your experience, and may vary from the amounts listed above.

Generous benefits include:

- Bonus opportunity
- Heavily subsidized medical, vision, dental, and alternative care benefits
- Generous PTO package, paid wellness days, and ten (plus two floating) paid holidays
- Executive long-term disability & life insurance
- Flexible spending plan
- 401(k) with 3.5 percent CCA match
- Paid four-week sabbatical to pursue creative talents after eight years of service
- Professional development annual benefit
- Subsidized on-site parking or public transportation reimbursement.

Position Type/Expected Hours of Work:

This is a full-time (40 hours/week) exempt position. Some flexibility in hours is allowed; days and hours of work are generally Monday through Thursday, 8:00 am – 5:30 pm, and Friday 8:00 am – 12:00 pm, with the option to be remote Mondays and Fridays. This position requires occasional evening hours and weekend work.

General Information:

This job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. The above statements are intended to describe the general nature and level of work being performed by individuals assigned to this position. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required for the position. Job duties may change at any time, with or without notice.

Application Guidelines:

Complete the [application](#) through our application portal and answer the following two questions in your cover letter:

1. Tell us how your previous work history has prepared you for this role.
2. Tell us if the compensation and benefits listed above meet your needs.

To learn more about CCA, and Its Joy based programming, visit JoyRx.org.

Watch Founder and Chief Joy Officer Regina Ellis' TEDx Talk on the [Joy Effect](#)

OUR PRINCIPLES OF JOY:

These values guide everything we do—from how we care for families to how we shape and share our programs:

Compassion: We lead with heart, authenticity, and kindness.



Community: We know joy is a ripple effect. Collaboration and connection are at the core of everything we do.

Creativity: We believe in the importance of play, imagination, and the healing power of music. We make space for inspiration and creativity in our ways of working and engaging.

Care: We care for our mission, our resources, and each other with integrity and respect. We are stewards of the generosity and the trust that is placed in us.

Curiosity: Inspired by the wonders of childhood, we stay open to new ideas, fresh perspectives, and magical moments that spark joy in unexpected ways. We honor innovation as central to our legacy.