

POSITION PROFILE

On behalf of our client, The Constellation Fund,
CohenTaylor Executive Search Services
is conducting a retained executive search for their

VICE PRESIDENT OF PHILANTHROPY





The Constellation Fund (Constellation) is a poverty-fighting organization in the Twin Cities that invests philanthropic resources into nonprofits raising the living standards of individuals and families experiencing poverty in the seven-county metropolitan area.

Since its founding, Constellation's staff has built and continues to lead a grant program centered on evidence-driven insights. This cutting-edge work takes an outcome-driven approach to fighting poverty in the Twin Cities. By leveraging the full power of analytics to harness the best available information, Constellation powers each of its grantmaking decisions with objective insights to maximize lifetime impact.

Since publicly launching in early 2019, this modern approach to philanthropy has resonated across the Twin Cities and propelled Constellation to become one of the fastest-growing local philanthropic organizations in recent memory.

At Constellation, they believe the best poverty-fighting solutions are closest to the challenge. They identify and support community partners having the biggest impacts across four key issue areas: Education, Employment, Health, and Housing.

Constellation leverages modern analytics and the best available evidence to conduct careful benefit-cost analyses and understand the poverty-fighting impact of every dollar they invest. They balance quantitative considerations with on-the-ground insights about pressing community needs. They believe following the evidence – the science and the stories – can point toward the best outcomes.

In 2023, Constellation and Foundation for Educational Research and Development (FERD) launched [CoLab](#) to create actionable evidence on program and policy solutions that bolster upward mobility for children, youth, and families.

MISSION

Fighting poverty in the Twin Cities by raising the living standards of individuals and families living below the poverty line in the seven-county metropolitan area. We take an outcome-based approach to this critical effort, prioritizing evidence over anecdotes in order to find, fund, and empower poverty-fighting service providers creating transformational impact in our community.

GUIDING PRINCIPLES

100% Impact

Our Board of Directors and Leadership Funders cover all our operating costs so that every dollar donated to Constellation goes to a portfolio of impactful poverty-fighting nonprofits across the Twin Cities.

Our Goal

Constellation has a single-minded dedication to fighting poverty in the Twin Cities. We judge our success solely by the demonstrable impacts of the grantees that we support.

Evidence-Driven

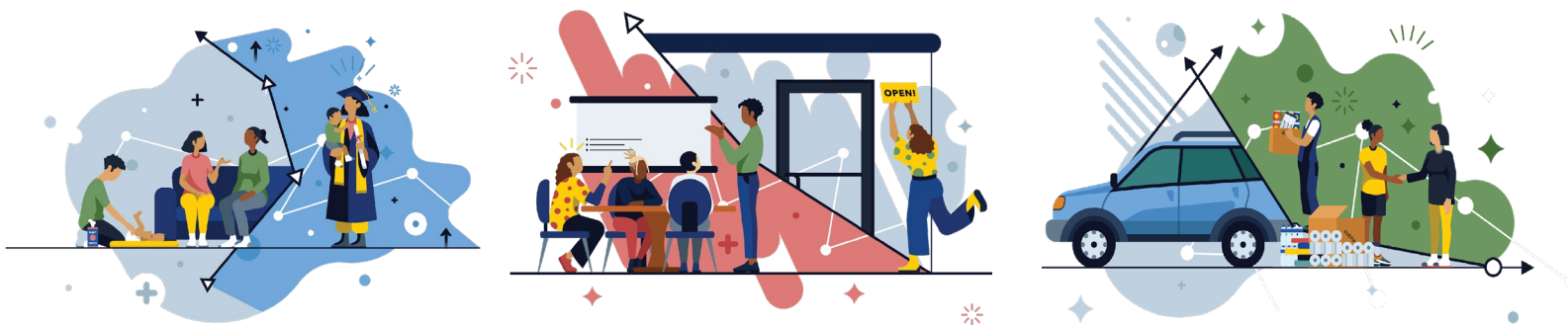
Central to Constellation's decision making is a rigorous, evidence-driven process to identify the most promising nonprofits. We do this data- and research-heavy work so our donors don't have to.

Beyond Dollars

Constellation's grantees are provided not only with funding, but also with connections to best-in-class pro bono partners to provide services and expertise otherwise inaccessible to most poverty-fighting organizations.

World-Class Research

As Constellation leverages the best available evidence through its grantmaking, our groundbreaking research arm, CoLab, is catalyzing, funding, and supporting actionable new research on poverty-fighting solutions.



THE VICE PRESIDENT OF PHILANTHROPY OPPORTUNITY

Constellation seeks a seasoned fundraising leader to serve as Vice President of Philanthropy – a pivotal role at a critical moment in the organization's growth. This position leads Constellation's philanthropic enterprise at a time of significant momentum.

The Vice President of Philanthropy will steward a growing portfolio of sophisticated philanthropic partners and corporate leaders across the Twin Cities and beyond, engaging high-net-worth individuals, generational wealth holders, finance sector leaders, and principal business owners capable of making significant contributions on an annual basis.

The ideal candidate brings a demonstrated track record in leading a development team, planning the strategic direction for the fundraising team, engaging in strategic donor cultivation, and possessing a passion for Constellation's mission.

Reporting Relationships

This role partners with Constellation's CEO, President, Vice President of Engagement, and collaborates with programmatic staff and external contractors to execute on fundraising goals.

They will report to the President, will work closely with the CEO, and lead a team of two direct reports:

- Director of Annual Giving
- Engagement Coordinator

ESSENTIAL RESPONSIBILITIES

Strategy Development & Senior Leadership

- Lead the development and execution of short- and long-term fundraising strategies, including individuals, corporations and foundations, designed to identify, cultivate, and secure significant, sustained multi-year gifts.
- Partner with the VP of Engagement, CEO, and President to set and achieve annual fundraising goals with an orientation toward long-term, compounding growth.
- Serve as the senior leader accountable for all philanthropy functions, including donor portfolio management, database integrity, gift processing, and pipeline reporting.
- Manage and grow a portfolio of individuals and families with demonstrated capacity for significant giving.

VALUES

Impact

- Make every decision with one question in mind: what will have the greatest impact for those living in poverty in the Twin Cities?
- Make informed, reasoned choices in the face of ambiguity or pressure.
- Seek to identify root causes and to move beyond treating symptoms.
- Challenge prevailing assumptions and pursue better approaches.

Courage

- Follow the best available evidence, even when it's uncomfortable.
- Willing to respectfully rethink the status quo.
- Make tough decisions, take smart risks, and are open to possible failures.
- Question actions inconsistent with our values.

Interdependence

- Go to great lengths to carefully select our partners, and we trust them.
- Treat everyone with kindness, respect, and compassion.
- Build strong partnerships and celebrate each unique contribution.
- Seek and embrace diverse perspectives to make better decisions.

Transparency

- Seek candid feedback and work to deeply understand before reacting.
- Admit mistakes freely and openly.
- Share information and assets proactively.
- Provide polite, honest, and timely feedback to colleagues and partners.

Rigor

- Engender confidence by demonstrating consistent results.
- Invite and accomplish remarkable amounts of meaningful work.
- Strive relentlessly to improve our organization and our community.
- Recognize that we all have biases and work to grow past them.

FOR MORE INFORMATION

- Visit their [website](#).
- Review their [2025 Annual Report](#) and [2025 Investment Report](#).
- Read their Impact News & Insights including these recent articles: [An Extraordinary Response](#); [Announcing Our Latest Round of Grants](#); and [Impact-Driven Philanthropic Investment](#)

- Be an active participant of the senior leadership team.

Major Gifts Fundraising

- Engage senior staff, board members, and key donors as strategic partners in stewarding current relationships and cultivating prospective donors.
- Develop and execute engagement plans for corporate partnerships, accounting for the multiple relationship layers that exist across each partnership.
- With communications and engagement team, create high-quality donor engagement event materials, stewardship reports, gift proposals, and investment decks that reflect the sophistication of Constellation's donor community.
- Apply a rigorous moves management discipline to prospect research and relationship development, accelerating donors toward major gift commitments.
- Maintain Salesforce as the system of record for all portfolio activity; ensure timely, accurate reporting to support pipeline management and year-end projections.

Organizational Leadership & Engagement

- Champion Constellation's mission and model as a visible, engaged member of the Twin Cities philanthropic community.
- Attend Constellation events and relevant external community events to deepen relationships and elevate organizational visibility.
- Contribute to organizational priorities as directed by senior leadership.

THE IDEAL CANDIDATE

The ideal candidate will bring a depth of experience in fundraising leadership and an emphasis on execution and donor engagement. This new Vice President of Philanthropy will be committed to creating annual development plans, supporting a team to achieve those goals, and ideally be very actively engaged in donor stewardship with key donors.

Critical Competencies

- **Dedicated** to the mission, purpose, and values and committed to maintaining and building relationships in the community served by Constellation.
- A **seasoned leader in philanthropy**; experienced in leading a fundraising department encompassing key elements: major gift program and capital campaign, donor engagement and stewardship.
- **Experienced team leader and manager**; capable of coaching and developing staff, setting priorities, ensuring empowerment and accountability.
- **Inclusive and culturally competent**; leading with equity in all aspects of their work.
- **Authentic and empathetic**; an active listener.
- Experienced **leading through change**; experience navigating organizational transitions.
- A **curious and active learner**; able to encourage a culture of learning.
- Demonstrated **high attention to detail** while **also able to prioritize**.
- **Connected** to the community; has an existing broad network in the region.

- **Exceptional written and verbal communications skills;** able to adapt complex information to varying audiences, including a Board of Directors.

Required Qualifications

- Minimum of 10 – 12 years of philanthropy leadership experience, with 5+ years of specific experience in cultivating and soliciting major gifts.
- Outstanding human relations and managerial experience.
- Strong organization, problem-solving, and planning skills and the ability to multitask.
- Proficient in various software applications: Google Suite (Gmail, Google Drive, and Google Calendar), Salesforce, and Apple Suite (Pages, Numbers, and Keynote).
- High school education required; college degree strongly preferred.

COMPENSATION

The expected compensation for this role is **\$200,000 – \$250,000**. Salary is commensurate with experience. Constellation offers a benefits package that is competitive with industry standards.

Applicants must be currently authorized to work in the United States without the need for sponsorship.

Constellation has exclusively retained CohenTaylor Executive Search Services to help conduct this search.

For more information, or to send your credentials (cover letter and resume), please email: ConstellationFund@cohentaylor.com.

All inquiries will remain confidential.

Affirmative Action / Equal Opportunity Employer

Constellation is an equal opportunity employer. All applicants will be considered for employment without attention to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status. Applicants from underrepresented backgrounds in philanthropy and applicants who identify as low-income are encouraged to apply.