



Good360

**CHIEF DEVELOPMENT OFFICER | WASHINGTON, DC
POSITION ANNOUNCEMENT**

ABOUT THE ORGANIZATION

As the global leader in product philanthropy and purposeful giving, Good360's mission is to close the need gap to open opportunities for all. We do that by partnering with more than 400 socially responsible companies to source highly needed donated goods and distribute them through our network of 100,000+ diverse nonprofits that support people in need.

Since its inception in 1983, Good360 has distributed more than \$17 billion in needed goods, including more than \$3 billion in goods in 2023 alone. Good360 earned the #2 spot for charity on the Forbes list of America's top 100 charities in 2023 and has a 4-star Charity Navigator rating. The organization has also been recognized as both a top workplace in the Washington, DC metro area (by the Washington Post) and as a top nonprofit to work for in the United States (by Nonprofit Times).



POSITION SUMMARY

Good360 is seeking a Chief Development Officer who can help them continue to grow and scale their multi-billion-dollar operation to deliver impact for their corporate and nonprofit partners, allowing them to help people in need throughout the United States and internationally. The CDO will help corporate donors solve complex business problems that enable them to do well in local communities.

The CDO will be directly responsible for successfully creating, leading, and implementing a comprehensive product development and fundraising strategy while building new and maintaining existing relationships to drive Good360's visibility, impact, strategic partnerships, and financial resources. The incoming CDO will serve as a lead external representative of Good360 to its community of donors and external stakeholders, expanding its networks to include new donors, and increasing its national recognition in philanthropic circles.

The CDO will report to the CEO and has primary responsibility for overseeing donors and their products, impact giving, and strategic activities in support of Good360 strategy. In particular, the CDO will focus on expanding and diversifying the pipeline of opportunities with donated product/funding and work closely with team members to set new initiatives to achieve the goals each year.

The CDO serves as a key leadership team member and an active participant in making strategic decisions affecting Good360. The CDO will lead a growing team, which currently includes Head of Impact Giving & Partnerships and three Directors of Corporate Product Development. The CDO and team have an ambitious goal to achieve \$5 billion worth of product donations and contributed revenue of \$8M by 2027. The CDO will partner with the SVP of Managed Programs to ensure strong standard operational plans for each donor that advance the organization's goals.

To learn more, check out their [Impact Stories](#).

KEY RESPONSIBILITIES

- Develop and execute short-term and long-term strategies for fundraising and corporate donors of product in conjunction with the CEO, including setting targets for organizational growth
- Own and execute the strategic priority of diversifying and growing our donors, products, and funding sources
- Foster a team culture rooted in strong donor relations, donor product and overall collaboration
- Set team goals and objectives and develop, manage, and mentor the team
- Manage the development and execution of all proposals with a long-term relationship-management approach
- Leverage data and analytics to create and identify compelling business opportunities for potential donors
- Develop and implement a stewardship program aimed at cultivating deeper ties with donors
- Establish clear and measurable pathways to move donors from transactional relationships to higher levels of engagement
- Understand and spot opportunities around the complex issues of excess product in the market
- Support and partner with the CEO and board members on all major fundraising initiatives.
- Work with the CEO and other executives to coordinate planning and establish priorities for the planning process
- Interface with CFO and SVP of Managed Programs to maintain financial and tax compliance for significant gift-in-kind donations





REQUIRED QUALIFICATIONS

- A Bachelor's degree in business or a related field is required (Master's degree is preferred).
- 8-10 years or the equivalent of directly relevant work experience as a Vice President of Corporate Development and Chief Development Officer.
- Demonstrated management and leadership experience in a high-growth environment.
- Proficiency with Salesforce or relatable software.

REQUIRED SKILLS & EXPERIENCE

FUNDRAISING AND DONOR RELATIONS MANAGEMENT:

- Proven track record and proficiency in securing funding from a broad spectrum of organizations (For profit, governments, foundations)
- Ability to build and maintain long-term relationships with donors (of product and funding)

TEAM LEADERSHIP AND CULTURE BUILDING:

- Nurture a culture of trust and collaboration among team members, where all voices are heard and valued.
- Possess a deep understanding of and respect for diversity, equity, inclusion and belonging and ability to embed these values across the Corporate Development team

STRATEGIC COMMUNICATION:

- Excellent communication skills, both written and oral, with the ability to influence and engage a wide range of financial and in-kind donors.
- Ability to communicate complex information to and from the donor base.

PROCESS DESIGN:

- Experience with developing and implementing clear processes, ways of working, standard operating procedures to automate streamline of working within and across teams and with external stakeholders

STRATEGIC PLANNING AND EXECUTION:

- A track record of strategic leadership with ability to prioritize, collaborate, know when to delegate to ensure accountability to achieve the planned results.
- Ability to provide both strategic and operational support to the CEO and work collaboratively with other peers to ensure coordinated management across the Good360's functional areas.

CREATIVITY AND INNOVATIVE THINKING

- Willingness to consider and try diverse ideas and approaches. Ability to build an active problem solving culture within the team and openness to new ideas.

MEET THE TEAM



ROMAINE SEGUIN

Chief Executive Officer

Romaine Seguin is the CEO of Good360 in Alexandria, Virginia, where she took the helm in March 2022 to guide the 38-year-old organization to its next phase of growth. The nonprofit helps Fortune 500 companies and other organizations resolve the business challenge of responsibly distributing excess goods for maximum impact. Good360 has distributed more than \$12 billion in goods, giving those products new life while aiding people in need, strengthening communities and reducing waste.

A frequent speaker at business, industry and community events worldwide, Seguin says one of her toughest professional challenges was delivering a TED Talk in 2016 about the benefits of global trade titled “When Goods Cross Borders, Armies Stay Home.”

She chairs the Board of Trustees of William Woods University in Fulton, Missouri, where she earned a bachelor’s degree in marketing management before earning an MBA from Webster University in St. Louis, Missouri. Seguin is an avid runner who has competed in the New York and Boston marathons as well as hundreds of half-marathons and 5K races.

MEET THE TEAM



ELENA BALINT

Head of Marketing

Elena is a global marketing leader with 25+ years of experience building brands and increasing revenue. She is an energetic, creative, data-driven digital marketer who believes in the full "end-to-end" customer experience. Her career includes brand, advertising/marketing roles American Express, National Geographic, and Advertising Age. Her expertise is in Brand Strategy, Creative Strategy, Demand-Generation, Content & Social Marketing, UX/UI and Mar-tech Stack Development.

In her current position, Elena leads brand, corporate development, nonprofit and internal communications for Good360, in an ongoing effort to close the need gap and provide opportunity for all.



LENORE FREEMAN

VP of People & Culture

Lenore serves as Good360 Vice President of People & Culture, where she provides executive-level leadership and guidance to the organization's HR operations & HRIS system. With over 20 years of experience working closely with nonprofit organizations, retailers, schools and faith-based organizations, Lenore understands the importance of communication, collaboration, and teamwork.

Lenore joined Good360 as a volunteer to assist a good friend while attending Nursing School. After completing Nursing School, Lenore discovered she was able to still fulfill her desire to help those in need indirectly through the work of Good360. Lenore and her husband, Paul resides in southern Maryland and have 4 adult children. Her past time is spent with family, knitting or crocheting.

SALARY & BENEFITS

Salary range for this position is \$175,000-\$190,000

Our team is Good360's greatest asset. We recognize that our team members contribute valuable skills, knowledge, experience, and passion that is critical to the pursuit of our mission and our progress toward closing the need gap. That is why we offer our team members numerous perks and benefits, including:

- Health, dental, and vision coverage programs (including competitive deductible and reimbursement policy)
- Short-term and long-term disability and life insurance coverage options
- 403B plan with matching
- Generous and flexible paid time off policy
- Volunteer time off policy
- Hybrid work environment



TO APPLY

Good360 has retained the services of ThinkingAhead Executive Search. Interested applicants should send a resume and cover letter to Heather Campbell, Partner: hcampbell@thinkingahead.com.