

# DIRECTOR OF DEVELOPMENT SEARCH

## FRENCH INTERNATIONAL SCHOOL OF OREGON

Portland, Oregon

frenchintl.org

Start Date: Fall 2024



**Carney  
Sandoe**  
& ASSOCIATES

CARNEYSANDOE.COM

# Mission Statement

French International School of Oregon develops curious and critical thinkers through a robust and immersive multilingual curriculum. We are committed to fostering an inclusive community that celebrates diverse perspectives and creates the foundation for reflective learners to thrive and effect change in an interconnected world.

## At a Glance



Established  
1979



Enrollment  
595



Total Employees  
151



Nationalities represented  
by the faculty  
20+



Students receiving aid  
17%



Endowment  
\$1M



Annual operating budget  
\$15M



Campus size  
17 acres



## Overview

French International School of Oregon provides an exceptional independent school education through the dynamic convergence of language immersion and the IB World School framework. On a beautiful, 17-acre campus in Portland, a global mindset contributes to the school's collaborative, inquiry-based approach to learning, its open-minded community of families, and the deep value it places on diversity of experiences and cultures starting from the earliest ages. Using language as a powerful tool for learning, French International educates students from a global perspective preparing them to engage with inclusivity, achieve with integrity, and excel with distinction.

When Jean Claude Paris opened the School with three students in the basement of a Portland church in 1979, it was the beginning of an exciting journey for French International School of Oregon. Through the years, French International has pursued bold innovations, including the creation of the Middle School, additional immersion curricula, a new site, and the adoption of the International Baccalaureate (IB) philosophy and framework. As Portland's longest established language immersion school and the only IB World School in Portland for preschool through eighth grade, French International is the leader in the Portland metropolitan area in preparing young people for a global, interconnected world.

French International seeks a new Director of Development to join an ambitious leadership team. The Director of Development reports directly to the Head of School, Scott Hardister, and will be an essential partner in helping the school realize the goals of its strategic and campus transformation plans via philanthropy while supporting the mission of the school and embracing the international community and its values.





## Opportunities and Challenges

### **Join Ambitious, Future-Oriented Leadership Team**

Head of School Scott Hardister has hired and mentored a talented team of leaders at French International, and the next Director of Development will have a key role in executing strategies to move the school towards its ambitious goals. The leadership team is characterized by a high degree of trust, open dialogue, solutions-oriented collaboration, and pride in professionalism. The Director of Development works particularly closely with the Director of Marketing and Communications and Director of Admissions to welcome and engage all French International families and to ensure consistent messaging from the school.

### **Support Campus Transformation Goals**

The school has developed a comprehensive master site plan that will guide the long-term future of the campus. Apart from the already completed Middle School building, the new plan touches on nearly every aspect of the campus, re-envisioning and professionalizing the learning spaces, and making the most of the spectacular Pacific Northwest setting. The campaign to provide philanthropic funding for these capital projects is in its early phases of donor engagement. The school is currently partnering with fundraising counsel, Campbell & Company. The Director of Development will have the exciting opportunity to collaborate with the campaign consultant and sustain the momentum toward achieving ambitious fundraising goals.

### **Build Capacity**

The next Director of Development will assess the structure and ongoing needs of the Development Office and build upon the strength of the current team (Assistant Director of Development – Annual Giving and Engagement, Development Events Coordinator, and Advancement Services Coordinator). Growth opportunities include assessing and enhancing the stewardship of the school's constituencies and executing community events with intentionality and attention to detail.



### **Elevate Philanthropy in a Diverse Community**

The Director of Development will bring a strategic mindset to understanding the French International community. The Director will crystallize and communicate the why behind giving at French International and have the cultural competency to deliver refined messages to a diverse audience ranging from local families who are well versed in the giving expectations at independent schools to international families who have relocated to Portland through Nike or Intel, who choose the school for its international focus but are not accustomed to school-based philanthropy. More than 50% of the French International families have no extended family in Portland and look to the school as a place to gather and build community, presenting the Development Office with a natural opportunity to build both community and giving.

## **Responsibilities**

In addition to embracing French International’s mission, supporting its Head and leadership, and representing the school at professional and public forums, the Director of Development has a number of primary responsibilities:

- Enhancing the school’s culture of philanthropy through constituent engagement and participation in the school’s various giving programs;
- Overseeing all aspects of the development program, including annual giving, capital campaigns, special events, and community relations;
- Working collaboratively with the Head of School and Board of Trustees to develop and implement fundraising strategy;
- Serving as an active and engaged member of the Senior Administrative Team;





- In partnership with the Director of Marketing and Communications, developing a compelling case for philanthropic support and creating complimentary print and digital materials for prospects;
- Strengthening the relationship with French International’s alumni, ensuring that they remain connected with their alma mater;
- Maintaining own solicitation portfolio;
- Overseeing the fundraising database and utilizing data to improve fundraising programs and cross-departmental processes;
- Managing the development budget.

## Qualifications and Personal Attributes

- 5+ years of fundraising experience. Independent school experience is preferred but not required;
- The ability to work collaboratively with multiple constituencies;
- Respect for the importance of confidentiality;
- Excellent verbal and written communication skills;
- A commitment to equitable fundraising practices;
- Appreciation for an intimate school setting that is highly collaborative and hands-on;
- Experience working with and motivating volunteers;
- A joyous spirit and a fine sense of humor.

French International is an equal opportunity employer. Persons of diverse backgrounds are encouraged to apply.

# Learn More

Click on the links below to learn more about French International School of Oregon.

[School Website](#)

[Strategic Plan](#)

[International Baccalaureate \(IB\) at French International](#)

[Language Immersion](#)

[Support French International](#)

[About Portland, Oregon](#)



## To Apply

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

### **Karen Whitaker**

Senior Consultant

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### **Sara Shulman**

Consultant

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