



## Vice President, Chief Development Officer

### Leadership Profile

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## The Opportunity

Blythedale Children's Hospital seeks an accomplished and visionary fundraising executive to serve as its next Vice President and Chief Development Officer (VPCDO). This is a unique opportunity to lead philanthropy for the only independent children's specialty hospital in New York and to advance ambitious initiatives that will transform care delivery for a vulnerable population.

Blythedale is a nationally recognized leader in providing high-quality medical care and rehabilitation to children with complex medical conditions. Their campus includes a 94-bed hospital, a 24-bed long-term care facility, and a day hospital that typically serves over 150 children. Over 90% of inpatient children return home to their families and communities. Blythedale also has an independent public school district attached to the hospital that provides educational opportunities to inpatient and outpatient children.

With nearly 500 employees and an annual revenue of over \$110 million, Blythedale has adequate funding to support its mission through long-term planning. Additionally, Blythedale has a strong balance sheet, with over \$190 million of cash and long-term investments. Their financial position provides a strong foundation from which the philanthropy team can build and expand on the mission-driven work of improving the lives of more children with complex medical and rehabilitation needs.

Reporting directly to the newly appointed President and CEO, Dr. Nathaniel Beers, and working closely with an engaged board, the VPCDO will provide strategic and operational leadership for all philanthropic activities supporting Blythedale. The VPCDO will oversee all fundraising efforts across Blythedale, including identifying prospects, leading all aspects of development, major gifts, online giving, planned giving, and events, and implementing best-practice fundraising systems and processes to improve the development unit's operations. Under the leadership of a new CEO, this is an incredible time to join Blythedale's leadership team to shape the organization's strategic vision and strategies.

The VPCDO will be an innovative leader who is an advocate for Blythedale at the state and national levels and who raises awareness of current and future development initiatives. The candidate will focus on building a broader external fundraising base and identifying new affiliations for the organization. The VPCDO will position Blythedale to continue to "tell its story" and ensure that the organization's structure will further the success of development initiatives moving forward.

The ideal candidate will bring a proven track record of leading a philanthropy team within a healthcare organization or mission-based organization, with demonstrated success in building, developing, and mentoring high-performing development teams. They should demonstrate strategic vision, exceptional relationship-building skills, and the ability to engage board and volunteer leadership effectively. The next VPCDO should possess exceptional follow-through and a track record of significant achievements in development and fundraising in a mission-based organization. This is an exciting opportunity for a bold, relationship-driven leader to shape the next chapter of philanthropy at Blythedale and make a lasting impact on the health and well-being of the children and families it serves.

This is an in-person role based in Valhalla, New York, and the individual will be an employee of Blythedale Children's Hospital, requiring a visible and engaged presence across the campus and the broader community.

Further details regarding nominations and applications for this esteemed role are available in the "Procedure for Candidacy" section below.

## Organization Overview

### Mission

Blythedale is dedicated to improving the health and quality of life of children with complex medical illnesses and disabling conditions through superb multidisciplinary care, teaching, research, and advocacy programs.

By combining expert medical care and rehabilitation, Blythedale provides hope to children and families with the goal of enabling children to be discharged home as soon as possible. Blythedale sees potential in each and every patient.

### Vision

As the pre-eminent specialty children's hospital in the New York metropolitan area, Blythedale changes the lives of children and their families by serving higher-acuity patients with a range of specialized healthcare needs. In the next ten years, the hospital will build upon its role as a national leader in transforming the way care is delivered to medically complex children through a significant financial investment and the hospital's ongoing commitment to building a first-class Board of Trustees, senior management team, and clinical staff.

Blythedale Children's Hospital, located in Valhalla, New York (approximately 45 minutes from midtown Manhattan), is a nationally recognized leader in developing innovative, multidisciplinary inpatient and outpatient programs that address the needs of children with complex medical illnesses and physical conditions. Blythedale has the combined staff, expertise, and resources - including the largest pediatric therapy department in New York State (PT, OT, and ST) - to provide exceptional, comprehensive care. All of the referrals to Blythedale come from acute children's hospitals/pediatric academic medical centers in the region (including Philadelphia, Boston, and Connecticut). Approximately 80% of the referrals come from about 10 hospitals. In 2023, 65% of Blythedale's admissions were from PICUs and NICUs.



Since its inception in 1891, Blythedale has been at the forefront of caring for patients with emerging medical concerns, from tuberculosis and polio in their earliest days to emerging medical disorders today. As advances in medicine have led to children surviving premature birth, catastrophic illness, and injury in ever greater numbers, Blythedale is committed to providing the finest in clinical and rehabilitative care to help children return to their families and communities as soon as possible. And despite significant medical conditions and enormous social obstacles, 91% of children receiving care at Blythedale are discharged home. The hospital's average length of stay is between 8 and 12 weeks.

Blythedale maintains several meaningful academic affiliations/partnerships in the following clinical areas: Neonatal Medicine, Pulmonary Medicine, Rehabilitation Medicine, Psychiatry, ENT, Neurology, Orthopedics, and Neuroscience Research.

Since 2011, Blythedale has completed several major building projects, including opening a new inpatient hospital, a day hospital, The Stavros Niarchos Center for Speech & Audiology, and the Steven and Alexandra Cohen Pediatric Long-Term Care Pavilion. Blythedale has also recently expanded and renovated its simulation lab, therapy gym, pharmacy, kitchen, and cafeteria.

## Inpatient Hospital

The 56,000-square-foot inpatient hospital accommodates 94 patients and includes a 46-bed Infant & Toddler and Post-Neonatal/Post-Pediatric Intensive Care Unit for medically fragile patients. The hospital also supports a 30-bed Pediatric & Adolescent Unit that is designed to meet the unique needs of school-age children and teens.

The 18-bed Traumatic Brain Injury Unit is equipped with private, light- and sound-controlled rooms that this population requires for recovery, as well as dedicated space for occupational, physical, and speech therapy that supports a gradual transition to the larger hospital environment.

Patients can receive multiple comprehensive rehabilitation services all under one roof. Blythedale has the largest hospital-based pediatric therapy service in New York State. Services include:

- Audiology
- Occupational Therapy
- Physical Therapy
- Equipment Clinic/Seating and Mobility Service
- Speech and Feeding Therapy
- Assistive Technology

The hospital also features isolation rooms with adjoining anterooms and special ventilation to provide increased protection against infection for patients with compromised immune systems.

## The Stavros Niarchos Center for Speech Pathology & Audiology Center

This Center is a 6,000-square-foot state-of-the-art Facility featuring 15 private treatment rooms, nine thematic treatment rooms (including Feeding, Symbolic Play, and Arts and Crafts), state-of-the-art technology, and dedicated Assistive Technology rooms for Speech and Occupational Therapy.

## Steven and Alexandra Cohen Pediatric Long-Term Care Pavilion

This pavilion is a 24-bed unit with piped-in oxygen in all rooms, a spacious dining and recreation area, a dedicated therapy space, an infant playroom, and a teen lounge. An attractive courtyard includes play areas, walking paths, and sitting areas for residents and their families.

## The Mt. Pleasant Blythedale Union Free School District

Blythedale is the only hospital in New York State with its own on-site public school district. The Mt. Pleasant Blythedale Union Free School District serves inpatients and Day Hospital patients at Blythedale Children's Hospital. Children in grades K through 12 who require intensive rehabilitation and medical care attend school either as inpatients or through [Blythedale's Day Hospital Program](#). The specialized outpatient program is best suited for children who are able to live at home but still require a level of medical and/or rehabilitative care that cannot be met by their school or community-based outpatient program. There is also a preschool special education program that accepts Committee on Preschool Special Education (CPSE) referrals. The current census is approximately 135 children.

Additional Services provided in the 32,000 square foot school building attached to the hospital include:

- Differentiated instruction provided by 21 certified educators, a school psychologist, two guidance counselors, and 23 teaching assistants and aides
- Medical supervision by Board-certified pediatricians and pediatric specialists
- Transportation provided by the child's home school district, by school bus, or ambulette
- A full-day program that runs 9:15 a.m. to 3:15 p.m.

- Flexible schedule to accommodate intensive therapy regimens
- Transition services to ensure successful return to the community
- [Extended year/summer school programming](#)
- Parent support groups

## The Robert Stone Day Hospital

The 8,000-square-foot Day Hospital features new exam rooms, treatment areas, feeding therapy rooms, treatment bays, and a spacious audiology booth that can accommodate children in wheelchairs and stretchers.

## Health Home Serving Children

The Health Home Serving Children program helps to bring the hospital's expertise in comprehensive care of medically complex children and knowledge of community resources to a patient's home. Health care and service providers in the community partner to ensure that patients receive care and support services to stay healthy.

## Therapy Village

The facilities at Blythedale have many special features to help provide the best care for children with complex medical needs. Therapy Village is a nearly 5,000 square-foot center for patients' physical and occupational therapy sessions. The bright, spacious area includes large mats, physio-balls of all sizes, toys, and other therapeutic equipment, in a charming, whimsical setting, with smaller rooms for children to complete sessions in a low-stimulation environment. Blythedale also has an on-site pool for physical therapy.



## Specialty Treatment Services at Blythedale Include:

- Acquired and Traumatic Brain Injury
- Assistive Technology
- Cancer Rehabilitation
- Cardiac Rehabilitation
- Complex Chronic Conditions
- Complex Post-Surgical Rehabilitation
- Complex Wound and Burn Management
- Neuromuscular Disorders
- Post-Acute Neonatal Care
- Pre/Post Organ Stem Cell Transplant
- Pulmonary Hypertension
- Pulmonary Rehabilitation
- Specialized Feeding

## Pharmacy

The pharmacy is 3,400 square feet, and pharmacists and pharmacy technicians care for more than 100 children every day on the inpatient units in the Steven and Alexandra Cohen Pediatric Long-Term Care Pavilion and the Robert Stone Day Hospital. The pharmacy department is staffed with 10 pharmacists, a pediatric board-certified clinical pharmacist, an informatics pharmacist, and six certified pharmacy technicians. It is available 24 hours a day, seven days a week, to patients and staff.

## Research

The mission of the research program at Blythedale is to translate advances in basic neuroscience into improved treatment for children with neurological impairments that impact movement, sensation, and cognition.

- Areas of research include:
- Assistive Technology
- Disorders of consciousness following acquired brain injury
- Hemiplegia
- Neurobehavioral assessment
- Vision loss due to brain injury

## Education

Education is a pillar of Blythedale's mission to improve the health and quality of life of children. Serving as a training ground for the next generation of pediatric specialists, more than 100 colleges and universities throughout the region rely on our hospital to provide clinical training to scores of professional students in a wide range of fields (Medical Residents, Nurses, Therapists, Pharmacists, Social Workers, and other clinicians).

The Graduate Medical Education program attracts graduates from leading medical schools for competitive residency rotations in Pediatric Physical Medicine and Rehabilitation (Physiatry), Pediatric Pulmonology, Pediatric Neurology, Adolescent Medicine, Child Psychiatry, and Developmental Medicine. In partnership with major academic medical centers, Blythedale offers fellowship opportunities to physicians who specialize in areas where Blythedale excels, including Neonatology, Pediatric Pulmonology, Pediatric PM&R, Child and Adolescent Psychiatry, and Child Neurology.

## Development at Blythedale

Fundraising is a central pillar of Blythedale Children's Hospital's efforts to sustain and expand its mission to care for medically fragile children. As New York State's only independent, specialty children's hospital, Blythedale relies heavily on philanthropy to fill the significant financial gaps left by limited reimbursement. Blythedale emphasizes that philanthropy is critical because reimbursements alone do not cover the full cost of providing highly specialized pediatric care, particularly given that 70% of patients are Medicaid-dependent, leaving substantial unfunded clinical and rehabilitative needs. Donations support the broad scope of services that allow children to dream, aspire, and achieve during their recovery. The foundation raises approximately \$4.5 million a year through events, grants, and corporate giving.

Blythedale hosts and benefits from several key annual fundraising events, which generate critical operating and programmatic support and account for nearly 50% of the annual fundraising: Pops Memorial Golf Outing, which has raised \$7 million since its inception in 2013, Blythedale Gala, which raised \$1 million in 2025, Acrisure Fall Golf Classic for Blythedale, which has raised \$4.25 million since its inception and the upcoming 7<sup>th</sup> annual Blythedale Advisory Council 5K.

## Blythedale by the Numbers

- 500 employees
- Annual revenues: \$110 million (budgeted 2025 revenue: \$120 million)
- 94-bed hospital
- 24-bed long term care facility
- Inpatient average daily census: 104 (88% occupancy)
- 78% of patients covered by Medicaid
- 30,000 ambulatory care visits
- >600 days cash on hand
- 4.6 debt coverage ratio

## Leadership



### **Nathaniel Beers, President and CEO**

Nathaniel Beers, MD, MPA, FAAP, is the President and CEO of Blythedale Children's Hospital, joining the organization in November 2025.

Dr. Beers is a nationally recognized pediatrician and health care executive with extensive experience in medicine, public policy, education, and community leadership. He most recently served as Executive Vice President of Community and Population Health at Children's National Hospital in Washington, D.C., and previously held leadership positions across health, education, and social service sectors, including President of the HSC Health Care System, COO and Chief of Specialized Instruction for the D.C. Public Schools, and senior roles within the D.C. Department of Health.

Dr. Beers earned his undergraduate degree from the University of Rochester, his medical degree from The George Washington University, and a Master of Public Administration from Harvard's Kennedy School of Government. He completed his residency at Children's National and a child advocacy fellowship at Boston Children's Hospital. He serves on the International Medical Advisory Group for Special Olympics International.

For additional information about Blythedale Children's Hospital, please visit: <https://www.blythedale.org/>.

## Position Summary

The Vice President and Chief Development Officer (VPCDO) will provide strategic leadership of the Hospital's fundraising and philanthropic enterprise. The VPCDO will develop, implement, and lead a comprehensive strategy to expand philanthropic support. This role requires a visionary leader experienced in major gifts, campaign leadership, annual and planned giving, institutional philanthropy, and stewardship. This VPCDO must be engaged with donors, volunteers, the Board, executive leadership, clinicians, and community partners.

### Reporting Relationships

The Vice President and Chief Development Officer reports to the President and CEO of Blythedale Children's Hospital. Direct reports of the VPCDO include: Grants Manager, Events Coordinator, and Development Associate.

### Key Responsibilities

#### Strategic Leadership

- Lead the development and execution of a long-term fundraising strategy designed to grow total annual philanthropic revenue.
- Partner with the President & CEO and Board leadership to align fundraising priorities with institutional strategic goals, including capital projects, programmatic expansion, and long-term endowment growth.
- Serve as principal advisor on fundraising performance, donor trends, and benchmark metrics.
- Partner with the senior leadership team to set strategic priorities for the Hospital.

#### Major Gifts & Donor Engagement

- Personally cultivate and solicit a robust portfolio of high-level prospects and donors capable of making transformational gifts.
- Advance relationships with individual, corporate, and foundation supporters to secure multi-year commitments and legacy gifts.
- Deepen stewardship programs that reinforce donor relationships, recognition, and impact reporting.

#### Campaign & Event Leadership

- Lead planning and execution of major institutional events to maximize revenue, broaden donor participation, and elevate visibility.
- Provide oversight and strategic direction for feasibility studies, campaign readiness, and capital or comprehensive campaign execution as needed.
- Prepare the organization for a possible capital campaign by evaluating capacity, strengthening major gift pipelines, and ensuring systems, messaging, and staff are campaign-ready.

#### Annual & Planned Giving

- Oversee annual giving programs, including direct mail, digital fundraising, workplace giving, and donor circles.
- Expand planned giving and legacy donor engagement, integrating stewardship and recognition into long-term cultivation plans.

#### Institutional Advancement & Communications

- Work collaboratively with marketing/communications to strengthen the hospital's philanthropic brand and external messaging, ensuring consistent storytelling that articulates mission impact and case for support.
- Oversee digital fundraising platforms, giving channels, and CRM utilization to ensure data-driven decision-making.

**Board & Volunteer Leadership**

- Equip Board members and volunteers with effective training, materials, and support for peer-to-peer fundraising activities.

**Team & Operational Management**

- Build, mentor, and lead a high-performing development team aligned to ambitious growth goals.
- Scale the team appropriately to support growth, performance targets, and evolving business needs.
- Manage departmental planning, budgeting, performance targets, and data integrity in fundraising systems.

**Key Performance Indicators**

- Annual philanthropic revenue growth, year over year.
- Growth in cumulative major and planned gifts, number of principal gifts secured, and donor retention/upgrade rates.
- Event revenue performance and pipeline generation benchmarks.
- Expansion of donor base and depth of engagement across individual, corporate, and foundation segments.
- Campaign readiness and progress metrics.

## Goals and Objectives

The following goals and objectives have been identified as priorities for this position:

### **Establish Credibility and Deeply Engage the Organization**

In the first months, the new VPCDO will focus on building meaningful relationships across Blythedale — physicians, executives, staff, and community partners. Being present across the campus, listening actively, and understanding the organization's culture and aspirations will be key to establishing credibility and setting the stage for long-term success.

### **Elevate Blythedale's Brand Recognition**

Partner closely with marketing/communications to sharpen Blythedale's storytelling, ensuring consistent messaging that highlights outcomes, impact, and areas of strategic need (e.g., capital plans, rehabilitation excellence, research, family success stories). Establish measurable brand-awareness KPIs, including growth in donor inquiries, digital engagement, media presence, corporate partner interest, and first-time donor acquisition.

### **Establish Clear Fundraising Priorities and a Cohesive Development Strategy**

Lead a structured process with the CEO, board leadership, and executive team to clarify institutional fundraising priorities, including annual, major, capital, and planned giving goals. Translate priorities into a multi-tier fundraising strategy that reflects near-term revenue needs and long-term institutional ambitions. Develop structured giving ladders to support donor cultivation pathways. Build on and expand relationships with corporate partners to create sustainable giving pipelines.

### **Build Strategic Partnerships with Physicians to Accelerate Grateful Patient Philanthropy**

Blythedale's physicians are powerful catalysts for grateful patient giving. The next leader will cultivate strong, trust-based relationships with clinical chairs and service line leaders, create clear pathways for physician engagement, and embed philanthropy as a natural extension of the patient experience. Integrating compelling patient stories and program outcomes into donor strategies will be critical to securing transformational gifts.

### **Accelerate Revenue Growth and Diversify Philanthropic Investment**

The organization's philanthropic revenue has remained constant over the past few years, and Blythedale seeks a new VPCDO to accelerate philanthropic activity. With an ambitious goal of reaching \$8 million in annual philanthropic revenue in the years ahead, the VPCDO will partner closely with the board, executive leadership, and philanthropic staff to drive growth across all giving streams—including primary and principal gifts, planned giving, annual giving, and corporate and foundation support.

### **Develop Talent and Strengthen Infrastructure**

Internally, the VPCDO will continue to build on a solid operational platform supported by a seasoned team of three. The leader will mentor and elevate staff capabilities, assess organizational needs in major gifts, planned giving, and donor relations, and ensure operational excellence. Strengthening marketing and communications capabilities—particularly around impact storytelling—will be essential to amplifying Blythedale's value proposition and donor outcomes.

## Candidate Qualifications

### Education and Experience

- Bachelor's degree required; advanced degree strongly preferred (e.g., MBA, MHA, MPH, or comparable).
- Minimum of ten years of progressive fundraising experience with a strong track record in major gifts and comprehensive development strategy.
- Certified Fund Raising Executive (CFRE) or equivalent certification preferred.

### Competencies and Skills

- Demonstrated success leading teams, managing fundraising operations, and driving revenue growth.
- Experience with healthcare philanthropy preferred, particularly in hospital or complex non-profit environments.
- Experience directing multi-year fundraising campaigns and institution-wide advancement planning.
- Knowledge of constituent relationship management (CRM)/advancement systems and analytics frameworks supporting prospect management and performance measurement.
- Strategic vision and execution focus.
- Executive presence with high emotional intelligence and relationship management.
- Persuasive communication and narrative storytelling.
- Operational rigor with analytical orientation.
- Collaborative leadership across clinical, administrative, and volunteer constituencies.

### Leadership Attributes

- **Integrity** – Demonstrates authenticity and unwavering ethical standards.
- **Gravitas & Executive Presence** – Commands respect and credibility with CEOs, major donors, and external partners.
- **Strategic Relationship Builder** – Cultivates transformational donor relationships and networks.
- **Visionary & Innovative Fundraiser** – Moves beyond transactional giving to enterprise-level philanthropy with creativity and bold ideas.
- **Emotional Intelligence** – Navigates complex donor and internal dynamics with empathy and humility.
- **Collaborative Team Leader** – Builds and elevates a high-performing team; coaches staff to succeed.
- **Stakeholder Alignment** – Engages physicians and clinical leaders to tell compelling stories and drive donor impact.

- **Strategic Planning & Execution** – Leads large-scale campaigns with clear priorities, measurable results, and accountability.
- **Entrepreneurial Mindset** – Structures development team to be nimble, innovative, and focused on impact.

## Procedure for Candidacy

Please direct all nominations, applications of interest, and inquiries to the WittKieffer consultants assisting Blythedale Children's Hospital with this recruitment via the WittKieffer [Candidate Portal](#). Other questions or concerns can be directed to Rachel Polhemus and Eleanor Vogelsang via email at [evogelsang@wittkieffer.com](mailto:evogelsang@wittkieffer.com).

**Expected salary range: \$290,000-\$315,000**

*The base salary range for this position is \$290,000 to \$315,000, along with market-competitive incentive compensation and other benefits. This compensation level is a good-faith determination of anticipated compensation at the time of this job advertisement and may be modified in the future.*

WittKieffer consultants supporting this search include:

**Rachel Polhemus**

**Senior Partner**

**(240) 401-2019**

**Eleanor Vogelsang**

**Associate**

**(240) 644-6021**

*Blythedale Children's Hospital values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status, or any other status protected by law.*

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