



Chief Engagement & Advancement Officer

Job Description

Leadership Rhode Island (LRI) is seeking a dynamic, strategic, and relationship-centered **Chief Engagement & Advancement Officer (CEAO)** to lead and integrate the organization's external-facing strategy and revenue engine. This role ensures that every stakeholder interaction—across alumni, donors, partners, volunteers, sponsors, and the broader community—reflects LRI's mission, values, and brand, while transforming engagement into sustained investment and measurable impact.

As a key member of the executive leadership team reporting to the CEO & Executive Director, the CEAO will integrate fundraising, marketing, communications, and alumni/community engagement into a cohesive advancement strategy that strengthens LRI's financial foundation, expands capacity and visibility, and positions the organization for long-term sustainability and statewide impact.

Key Responsibilities:

Advancement Strategy & Executive Leadership

- Serve as a strategic partner to the CEO & Executive Director and executive team in shaping organizational vision, growth strategy, and long-term sustainability.
- Develop and execute an integrated advancement strategy aligning fundraising, alumni/community engagement, marketing, and communications.
- Lead and activate the Board of Governors in advancement strategy, partnering closely with the Development and Communications Committees to expand fundraising capacity.
- Lead, coach, and develop a high-performing cross-functional team.
- Oversee departmental budgeting, forecasting, and performance metrics tied to revenue and impact goals.
- Build scalable systems, processes, and dashboards that connect engagement-driven advancement activities to financial and mission-driven outcomes.
- Ensure data integrity and optimize Salesforce utilization to strengthen pipeline management and relationship stewardship.

Fundraising & Revenue Growth

- Own and lead a comprehensive fundraising strategy including individual giving, major gifts, corporate sponsorships, foundation grants, special events, planned giving, and emerging revenue streams.
- Cultivate, solicit, and steward high-impact donors and institutional funders in partnership with the CEO and Board.
- Build and manage a strong fundraising pipeline, leveraging data-driven decision-making and performance metrics.
- Provide strategic oversight of grant development, sponsorship strategy, donor communications, and signature fundraising events.
- Develop compelling cases for support that articulate LRI's impact and future vision.

Alumni & Community Ecosystem Engagement

- Activate LRI's alumni network as a powerful civic and professional ecosystem that advances Rhode Island's cultural, economic, and social vitality.
- Design and execute a bold alumni engagement strategy that deepens affinity, inspires volunteerism, increases giving, and positions alumni as ambassadors and champions.
- Steward meaningful relationships among alumni, employers, partners, and civic leaders to facilitate collaboration and shared impact.
- Identify and cultivate strategic partnerships that enhance LRI's visibility, reach, and influence.

Brand, Communications & Thought Leadership

- Steward LRI's public voice and brand, ensuring clarity, consistency, and resonance across audiences.
- Champion compelling storytelling that demonstrates LRI's measurable impact and distinct value proposition.
- Guide brand strategy across digital platforms, media relations, public speaking opportunities, and thought leadership initiatives.
- Increase visibility and understanding of LRI's work through strategic content development and coordinated communications efforts.

Organizational Collaboration

- Model human-centered, servant leadership rooted in trust, accountability, and shared purpose.
- Partner closely with program, operations, and finance teams to ensure alignment between strategy, execution, and outcomes.
- Contribute to a diverse, equitable, and inclusive workplace and collaborative learning culture.
- Support cross-organizational initiatives that advance LRI's mission and sustainability.
- Travel locally (within the state) to events and community engagements as needed.

*This job description is not intended to be all-inclusive. Employees may perform other related duties as negotiated to meet the ongoing needs of the organization.

This job could be for you if:

- You are a **strategic, relational steward** – you envision the broader ecosystem and pathways to engage people and partners towards a shared vision
- You are **human-centered** – you put people’s experience at the heart of every program, project or systems design
- You are a **compelling storyteller** – you understand your audience and translate mission into investment
- You are **adaptable and agile** – you balance long-term strategy with disciplined execution
- You **embrace and lead change** – you navigate complexity and uncertainty with resilience and poise
- You are **grounded** – you remain anchored as you manage dynamic tensions courageously
- You are a **coach** – you ask the right questions to develop high-performing individuals and teams
- You are a **curious learner** – you are open to new perspectives and value continuous learning
- You foster **collaborative teamwork** – you build trust and enjoy achieving together
- You are **invested** – you take ownership for organizational performance and lead with accountability.

Preferred Qualifications:

- 8+ years of progressive leadership experience in advancement, development, alumni relations, marketing, communications, or related external-facing functions.
- Experience partnering closely with Boards and executive leadership teams to activate fundraising and strategic initiatives.
- Demonstrated success leading integrated fundraising strategies that drive revenue growth and deepen stakeholder loyalty.
- Proven ability to cultivate and steward major donors, sponsors, and strategic partners.
- Exceptional communication, writing, editing, and storytelling skills.
- Experience with digital marketing platforms and content management systems.
- Strong proficiency in Salesforce; demonstrated ability to enhance CRM systems and data-driven processes preferred.
- Prior experience leading and developing teams and implementing systems improvements.
- Passion for Leadership Rhode Island’s mission and commitment to strengthening its financial and community impact across the state.

Why join us?

Leadership Rhode Island’s mission is to engage and connect people through shared experiences that positively transform individuals, organizations, and communities. We envision a Rhode Island that is flourishing — economically, civically, culturally — built on a foundation of ever-improving human capital whose strengths and potential we spend each day revealing and igniting. And, we see the lessons of this lively leadership experiment being shared and amplified around the country and the world to nurture the kind of fully-engaged societies that create lasting, positive change.

Our momentum is the strongest it's ever been. Since 1981, LRI has inspired emerging and established leaders to create change in their communities and measured results through cohort-based programming and individual enrichment programs/events. Today, the LRI alumni community includes over 3,200 intergenerational, cross-sector leaders from diverse backgrounds, positions and interests who connect for social interaction, dialogue and creative problem-solving. LRI continues to evolve and grow by collaborating with partners and mobilizing local citizenry in new and transformative ways in service to Rhode Island.

Our team is passionate about individual empowerment and nurturing transformational relationships for the betterment of our communities and our economy. We live a strengths-based culture, one that energetically embraces and leverages our individual and collective talents to achieve our vision. We're known for our quality, agility, thoughtfulness, and adherence to our mission. We transform lives. If you are ambitious about goals, but like to have fun collaborating as a strengths-based team to reach them, you'll be in good company.

Want to apply but not sure if you'd be the right fit?

If we sound like the right place for you, we want to hear from you. There is no 'perfect' candidate. Everyone brings something different to the team, and our diverse backgrounds, cultures, experiences, abilities, perspectives, and identities make LRI an amazing place to work. LRI is an equal opportunity employer and is committed to diversity, equity, inclusion, and belonging. We welcome a diverse pool of candidates.

Salary & Benefits:

\$80,000 - \$100,000 (commensurate with experience) with individual benefits (Health, Dental, IRA, annual wellness/professional development fund, onsite fitness center)

To apply, email office@leadershipri.org with the subject line "Chief Engagement & Advancement Officer," and attach a cover letter and resume.