



Silver Hill Chief Development Officer

An Executive Search by The Angeletti Group, LLC



The Opportunity

The Angeletti Group invites nominations and applications for the position of Chief Development Officer for Silver Hill. Silver Hill seeks a strategic and relationship-driven Chief Development Officer to lead and expand its fundraising enterprise at a pivotal moment in the institution's history.

For 95 years, Silver Hill has served as one of the nation's leading private, nonprofit psychiatric hospitals. Located in New Canaan, Connecticut, Silver Hill provides a seamless continuum of inpatient, residential, and

outpatient care grounded in evidence-based treatment and compassionate clinical practice.

In recent years, philanthropic support has grown from approximately \$1-2 million annually to roughly \$7 million at its recent peak. That growth has established meaningful donor confidence and organizational momentum.

Silver Hill is now entering its next phase of philanthropic ambition. With an engaged and philanthropic Board, a compelling clinical mission, and significant untapped philanthropic potential, Silver Hill is poised to expand its impact through sustained and transformational investment. The next Chief Development Officer will help define and lead that next era.



About Silver Hill

Founded in 1931 and accredited by the Joint Commission, Silver Hill is recognized as a member of the National Association for Behavioral Healthcare and the Connecticut Hospital Association. Patients and families consider Silver Hill a leading clinical destination and travel from around the country and world for its unsurpassed care.

Silver Hill delivers psychiatric and addiction treatment across the full continuum of care. Distinctive strengths include:

- Integrated Continuum of Care: inpatient, residential, and outpatient services delivered on one cohesive campus
- Specialized Residential Programs including:
 - The Executive and Professionals Program for accomplished individuals requiring sophisticated and amenities-integrated treatment
 - The Adolescent Program for those struggling with depression, anxiety, self-harm, and substance use
 - The Resilience Program for adults with mood and personality disorders
 - The DBT-S (Dialectical Behavior Therapy for Substance Use) Program for adults with combined substance use and psychiatric disorders

Silver Hill operates in a mission-driven environment where discretion, compassion, and clinical excellence are central.

Our Mission

Silver Hill's Mission is to reduce suffering from mental illness and addiction.

We achieve this mission by:

- Offering advanced and proven approaches
- Respecting every patient's story and individualizing treatment
- Partnering with, and educating, families
- Empowering a devoted and compassionate team

Our Vision

We envision a world free from stigma and isolation where psychiatric care is accessible to all.

- The Triumph Program for adults with complex trauma or dissociative disorders
- The Lodge for adults who struggle with thought-disorders or psychosis
- High-quality inpatient services that offer a superior experience to any other inpatient service for individuals requiring a safe setting
- Sophisticated outpatient services in Connecticut for a range of ages and diagnoses
- A state-of-the-art new suite of intensive outpatient services in midtown-Manhattan (Silver Hill New York) leveraging new data-intensive diagnostic and treatment approaches

Silver Hill's therapeutic admissions model further reflects its clinical rigor. Each patient undergoes individualized screening conducted by licensed clinicians to ensure program appropriateness and continuity of care.



Key Responsibilities

Strategic Leadership and Institutional Growth

- Develop and execute a comprehensive, multi-year fundraising strategy aligned with Silver Hill's clinical and organizational priorities, as documented in the Strategic Plan.
- Sustain and grow annual giving and major gifts programs.
- Expand and diversify revenue streams across major gifts, institutional funding, annual giving, and leadership engagement.
- Position Silver Hill for its next significant philanthropic growth initiative.
- Establish clear KPI's and performance metrics to evaluate fundraising progress and optimize strategy.
- Design creative multi-year fundraising strategies aligned with the Silver Hill vision.

Silver Hill is poised for continued philanthropic expansion. The next leader will help define its scope and structure.

Major, Principal, and Institutional Giving

- Personally manage and grow a portfolio of major and principal gift prospects and donors.
- Systematically expand engagement with high-capacity individuals and families connected to Silver Hill's mission.
- Navigate complex donor dynamics (family foundations, multi-generational giving).
- Personally cultivate and close transformative gifts.
- Develop compelling cases for support for donor prospects aligned to the strategic plan priorities.
- Lead complex six- and seven-figure gift conversations and steward transformational relationships.
- Identify and oversee multiple fundraising strategies, including grant development, donor and prospect events, online platforms, campaign fundraising, etc.

The Chief Development Officer

The Chief Development Officer (CDO) serves as the senior executive responsible for designing, leading, and advancing all philanthropic activity at Silver Hill.

Reporting to the President and Medical Director and serving as a member of the Executive Team, the CDO will act as the chief architect of Silver Hill's fundraising strategy — sustaining strong annual performance while building the infrastructure, systems, and donor engagement necessary for long-term growth.

Silver Hill operates in a mission-centered clinical environment. The successful candidate will maintain a visible presence across the campus; build authentic relationships with clinicians, administrators, and staff; demonstrate resilience, steadiness, and high emotional intelligence in sensitive situations; and balance high-performance expectations with compassion and discretion.

This is a leadership opportunity for a builder and a doer — someone who combines strategic vision with active frontline engagement. The successful candidate will shape philanthropic priorities, deepen relationships with high-capacity donors, strengthen Board engagement, and position the organization for its next significant phase of philanthropic expansion.

- Partner closely with the President and Program Leadership to cultivate and secure philanthropic investments.

This role requires credibility, discretion, and the ability to translate clinical excellence into compelling philanthropic opportunity.

Board Engagement and Governance Partnership

- Serve as principal staff partner to the Board and Development Committee.
- Provide transparent reporting and strategic insight grounded in measurable outcomes.
- Support the development of a high-performing fundraising Board, equipping directors to serve as confident ambassadors.
- Build strong, trust-based relationships with sophisticated donors and volunteers.

The ability to build trust, communicate with clarity, and earn the confidence of an engaged and thoughtful Board is essential to success in this role.

Team Leadership and Operational Excellence

- Build and mentor a high-performing, growth-oriented development team.
- Recruit and retain strong talent aligned with Silver Hill's mission and values.
- Ensure effective use of donor systems and CRM tools to support data-informed fundraising strategy.
- Enhance reporting and stewardship processes to support donor confidence and sustained growth.
- Foster a culture of accountability, collaboration, and continuous improvement.

Data Driven Fundraising Acumen

- Interpret donor analytics and wealth screening data.
- Build KPI Dashboards for Board and executive leadership.
- Make decisions based on ROI, not intuition.

Executive Level Relationship Intelligence

- Build trust with donors, Board and staff.
- Read power dynamics quickly.
- Knowledge of fundraising best practices, regulations, and ethical standards.
- Manage confidential high-stakes conversations.

Success in this role will require both thoughtful relationship-building and consistent, accountable execution.

Qualifications and Preferences

The ideal candidate will bring:

- A minimum of 10 years of progressive fundraising leadership experience.
- Demonstrated success securing major gifts and cultivating high-capacity donors.
- Experience partnering effectively with a Board of Directors and senior leadership.
- Exceptional written and verbal communication skills, including the ability to articulate complex clinical and strategic priorities to donors, directors, and community stakeholders.
- Experience leading and managing development staff.
- Experience in healthcare, behavioral health, higher education, or another complex mission-driven environment.
- Experience preparing an organization for significant philanthropic growth initiatives.
- Familiarity with donor management systems.
- Sound judgment and maturity in governance relationships.
- Strong interpersonal skills and the ability to earn trust quickly.
- Emotional intelligence and discretion appropriate to behavioral healthcare.
- A visible, engaged leadership style.
- Discipline and follow-through in execution.
- Bachelor's degree required; advanced degree or relevant professional certification preferred.

Why New Canaan, Connecticut

Silver Hill is located in New Canaan, Fairfield County, Connecticut, approximately one hour from New York City via Metro-North Railroad.

The region offers a distinctive combination of professional access and quality of life. Fairfield County has a long-standing culture of philanthropy supported by an established community foundation and a broad base of engaged individual donors. Its proximity to New York City provides access to one of the country's most active philanthropic markets, expanding opportunities for major and principal gift engagement.

New Canaan itself is a residential community known for strong civic participation, highly regarded public and private schools, and a walkable downtown with cultural programming and dining. The area offers access to coastal Connecticut, parks, and outdoor recreation, along with convenient connections to regional rail and major airports.

For a senior fundraising leader, the setting supports both visible, relationship-centered leadership and connectivity to a robust donor environment. It offers the professional reach of the New York metropolitan area combined with the stability and livability of a New England community.

Application Procedure

To be considered, candidates should submit a statement of interest and CV to The Angeletti Group at search@theangelettigroup.com.

Nominations and confidential inquiries can be made to:

Suzanne Albin
The Angeletti Group
(973) 540-1400
search@theangelettigroup.com

Salary commensurate with experience and will range from \$300,000 - \$350,000. In addition, this position is eligible for the annual executive incentive compensation program. Silver Hill offers a comprehensive benefits program designed to support employees' physical, mental, and emotional well-being.

Silver Hill ("SH") is fully committed to equal employment and advancement opportunities for all present employees as well as for applicants in all phases of the employment process (recruitment, hiring, assignment, conditions of employment, compensation, benefits, training, promotion, transfer, discipline and termination). Therefore, except in any cases of bona fide occupational qualification or need, SH will act without regard to race, color, religion, national origin, age, sex, marital status, status as a protected veteran, sexual orientation, gender identity or expression, pregnancy, past/present history of mental disorder, intellectual disability, physical or learning disability, genetic information or any other characteristics protected by applicable law, (unless it is shown by supervisory personnel that a disability prevents performance of the work involved or may result in undue hardship) in all aspects of the employment process and relationship. This policy is based on the understanding that an applicant is able to handle the job requirements. Employment decisions will be based on merit, qualifications and abilities.