



THE CAMPAIGN FOR

Mass General

Join our Team as we Build a Healthier Future

Mass General has pioneered medicine for more than 200 years, and we're thinking big about the future. We recently launched the public phase of the largest comprehensive fundraising effort in our hospital's history: **The Campaign for Mass General**.

The Campaign builds on our legacy of medical excellence with unprecedented investments that will transform patient care, break new ground in medical research, build healthier communities and revolutionize health care education and training.

We are seeking extraordinary individuals to help us seize this pivotal moment. Together, we will push the boundaries of what's possible to ensure Mass General provides the best care to every patient today, and in the future.

Mass General was founded to serve our neighbors and those in need. This commitment is just as strong today as it was two centuries ago; the only difference is what it means to be a "neighbor." Our community today extends far beyond Boston's borders.

Consistently named as a top hospital by U.S. News & World Report, Mass General is also considered one of the "Best Hospitals to Work For" by jobseekers and employees on Indeed.com. Other best employer awards come from the Boston Globe, Glassdoor and Women's Choice.

Diversity and inclusion are priorities for our department, the hospital and our entire system. We strongly believe that encouraging a broad range of opinions, ideas and perspectives drives creativity, innovation and excellence.

As a member of the Development Office, you will enjoy the benefits of working at one of the best health care institutions in the country. In addition to front line fundraising roles, we have positions in communications, information management, operations, events and more.



“The one constant we all share is the fact that we are working at a high minded, principled institution which, unselfishly, day in and day out, strives for the betterment of all. We have only to look at our COVID-19 response to feel secure in the knowledge that all of us are making a difference.”

— Britain W. Nicholson, MD
Senior Vice President for Development

What we Offer

Professional Growth and Development

- Proven track record of staff career growth
- A **fellowship program** to explore career paths and gain experience in front line fundraising, prospect research, operations and more
- A **peer mentoring program** that fosters career conversations with talented and experienced colleagues
- **Free access** to dozens of classes and trainings offered by Mass General Brigham and Mass General Hospital
- **In-house workshops** led by experts to sharpen and expand professional and interpersonal skills
- Access to **department funding** to attend conferences and skill-building classes

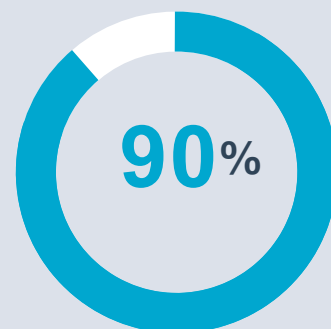
Job Satisfaction

- Comprehensive onboarding **tailored uniquely** for each role
- A **buddy program** that pairs all new employees with an experienced colleague in the office
- Access to the **best health care in the world**, with top-notch health insurance to match
- **Annual salary increases** and a **team bonus program** tied to meeting an office-wide fundraising goal (determined / approved annually by hospital leadership)
- The satisfaction of working to support an **important mission**

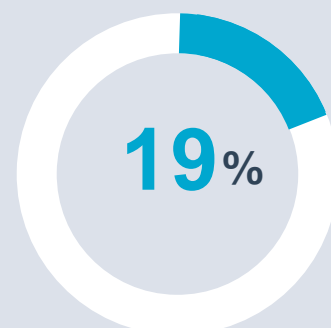


DEVELOPMENT OFFICE STATISTICS

In FY2021, the Development Office consisted of **193 employees** who collectively raised **\$642M** from nearly **60,000 donors**.



Our five-year average retention rate



Our five-year average annual promotion rate for staff



Our rate of current employees that have been promoted at least once

Office Culture

- A volunteer, employee-driven **Employee Advisory Group** that gives voice to department staff and drives diversity, equity and inclusion excellence
- **All-staff meetings** with Development leadership and guest speakers to share important department, hospital, and campaign updates
- **Opportunities to volunteer** at signature events or community fundraisers around Boston, both virtual and in-person
- **A summer program** offering flexible "Summer Hours"
- **A Flexible Workplace Program** allowing for flexible hybrid work arrangements for eligible roles
- Several **employee affinity groups** that provide opportunities for colleagues to connect around topics beyond their day-to-day work



Perks and Benefits

Our benefits are some of the best in the area. Plus, our employees receive discounts and special programs from organizations in the Boston area and beyond.

- Valuable retirement savings opportunities
 - Hospital contributions to a robust Cash Balance Retirement Plan
 - Convenient paycheck contributions to a 403(b) Tax-Sheltered Annuity
 - A comprehensive Retiree Medical Plan for employees age 55 and older who meet eligibility requirements
- Tuition reimbursement
- Subsidized Parking programs and MBTA passes
- Discounted membership at the Charles River Club
- An Employee Perks Program that includes discounts on:
 - Bike and car rentals
 - Car dealerships
 - Children's camps
 - Concerts and shows
 - Financial services
 - Hair and nail salons
 - Movie tickets
 - Shopping and more



Employee Testimonials

“When I entered the Development Office right after graduating college, I never could have imagined the amount of support, encouragement, and mentorship I would receive. The Development Office puts an emphasis on career growth and mentorship starting day one and encourages all staff to pursue career enhancement opportunities, participate in affinity groups and take on projects that are important to them. I was able to find my niche through the Career Enhancement Program and expand my knowledge about development through various courses and conferences offered by the department. My favorite part about working for such a large Development Office is that there are so many different teams and skill sets coming together to further the mission of Mass General. As a young person in this office, there is endless opportunity to grow, learn and be mentored by so many diverse and passionate colleagues.”

— **Caroline Eliopoulos**
MGH Fund Team
Joined the Development Office in 2019



I joined the Development Office almost three years ago, and it was the best career move I've made. My onboarding process was unparalleled to any experience I've had as a new employee and should be the gold standard. The transparency and holistic concern for the wellbeing of the staff from leadership inspires me to do my very best and is an example of how outstanding leadership can affect extraordinary outcomes and help surpass departmental goals. I'm motivated by my talented, collaborative, team-oriented colleagues, who share and empower each other to excel every day.

Pam Cazeau, Client Services Team
Joined the Development Office in 2019



Mass General Development is truly the coolest place to work. We're a team focused on helping patients by raising money for life-saving medical research and clinical care. It is incredibly rewarding to see the impact of our work —especially for research. When we raise a donation for a lab, we enable a scientist to advance new, exciting ideas that hold great promise for patients. On top of that, the Development Office and its people are inviting, flexible, innovative and fun. I have been here since 2007 and am going strong. I greatly enjoy my collaborations with colleagues and faculty across the hospital.

Shawn Fitzgibbons, Principal Gifts Team
Joined the Development Office in 2007



There is something incredibly special about Mass General - I feel fortunate to be a small piece of such a sophisticated, powerful puzzle. Throughout the institution, lives are being changed by clinical, research and educational advancements that reach far beyond our immediate community. It is amazing to have the opportunity to work with brilliant clinicians and generous individuals who want to leave a lasting impact on the community. This department is unique in its ability to mirror the "teaching hospital" atmosphere and has created an environment in which employees can maximize their career growth.

Lily Guttentag, Major Gifts Team
Joined the Development Office in 2016



My team is beyond amazing. They are a great, welcoming group of people from all different backgrounds who appreciate and support each other, and one especially appreciates that in times of crisis. I was still training and learning when the pandemic started — I was able to continue my training while working remotely and the lines of communication have remained open. There are so many opportunities for enrichment, advancement and so many people to know and interact with, they will help you grow, you will help them grow, and it's a wonderful community to be a part of.

Ginnette Powell, Development Services Team
Joined the Development Office in 2019



Development Office
TALENTMANAGEMENT

► giving.massgeneral.org

► [View our Open Positions Here!](#)