MEDICAL BRIDGES

DIRECTOR, DEVELOPMENT

HOUSTON, TEXAS • POSITION PROFILE • OCTOBER 2026

Transform generosity into lifesaving care. Medical Bridges seeks an energetic, hands-on fundraiser to turn strong relationships and global visibility into sustained philanthropic support—equipping more healthcare professionals globally with the supplies they need to save lives.

The Organization

Medical Bridges began in 1997, to bridge the dire global healthcare divide: redirect usable medical surplus from places of abundance to communities facing critical shortages. Medical Bridges works with hospitals, healthcare systems, companies, and volunteers to recover, sort and prepare medical supplies and equipment for delivery through trusted local and international partners. The model advances both global health and responsible reuse. See www.medicalbridges.org for more information.

108	20M+	$34M	177
COUNTRIES SERVED	LIVES IMPACTED*	MEDICAL AID, 2023–25	CONTAINERS, 2023–25

*Organization-reported figures. The 2023–2025 shipments also represent approximately 700 tons of medical materials.

THE OPPORTUNITY

Build the philanthropic engine for a global mission

Medical Bridges has grown into a widely connected medical-surplus distributor with an experienced team, major healthcare relationships, and expanding international reach. Yet development has not kept pace: for approximately seven years, President and CEO Walter Ulrich has personally managed much of the philanthropic fundraising while also leading the enterprise. The organization now has far more promising introductions than he can consistently pursue and steward.

Medical Bridges generates roughly $2 million in annual cash support, with approximately $1 million attributable to philanthropy and the balance associated with program partnerships managed by the Global Health leader. The new Director will concentrate on growing that philanthropic base—not securing donated medical equipment or running international shipments. This is a capacity-building investment,: the foundation and CEO access are real, but the work requires an independent fundraiser who follows through.

Three priorities for the first 12–18 months

The Director will shape and execute the fundraising plan with the CEO, moving quickly from warm introductions to measurable activity and results.

1

Convert opportunity into an active donor pipeline

Systematically pursue promising prospects that have not received consistent follow-up.

Director's charge: Qualify prospects, schedule visits, develop individualized cultivation plans, make direct asks, and track next steps.

2

Grow and diversify philanthropic giving

Build on annual donors, major gifts, corporate support, foundations, and sponsorships.

Director's charge: Protect and upgrade existing relationships while developing new sources of dependable, repeat support.

3

Mobilize Houston relationships and goodwill

Use connections across medicine, business, the Board, sponsors, volunteers, and partners.

Director's charge: Turn introductions and mission exposure into thoughtful engagement, proposals, and philanthropic commitments.

The CEO expects to be an active fundraising partner, opening doors and helping with important asks. The Director must be ready to build on that support rather than depend on a large development staff.

THE POSITION

Fund development scope & responsibilities

Reporting to President and CEO Walter Ulrich, the Director, Development is a senior, hands-on member of a close-knit management team. The role owns philanthropic relationship development and fundraising execution; it calls for initiative, direct solicitation, careful stewardship, and a practical system for converting donor interest into support. The Director will coordinate closely with colleagues while remaining personally accountable for results.

Philanthropic Strategy & Major Gifts

- Create and execute an achievable annual philanthropic plan, establishing milestones to sustain and grow the approximately $1 million existing philanthropic base.
- Personally manage a portfolio of individual donors and prospects through research, qualification, cultivation, face-to-face meetings, solicitation, and stewardship.
- Identify opportunities among high-net-worth individuals, foundations, healthcare leaders, and corporate decision-makers; make clear, confident and appropriately sized requests.
- Prepare persuasive cases for support.
- Engage Board members, longtime supporters and other champions as connectors and advocates, while respecting existing relationships and coordinating outreach.
- Work with Global Health Director Dr. Tadia Diallo and Strategic Partnerships lead Marcel Benavides to recognize when program, supply or corporate relationships also offer philanthropic possibilities.
- Coordinate with Marketing, Operations, volunteers, and special-event colleagues to ensure consistent messages, useful introductions and timely donor care.

Evidence of Early Success

- A defined and active donor pipeline, more substantive donor meetings, timely follow-up, and a growing number of qualified solicitations and gifts.
- Improving renewal, upgraded gifts, and new philanthropic commitments beyond the CEO's personally maintained relationships.
- Reliable donor histories, purposeful use of the gala and year-end cycles, and a repeatable development process that strengthens long-term continuity.

THE LEADERSHIP BALANCE

An individual who welcomes the opportunity to create a successful action-oriented development role and who is a proactive, relationship-centered fundraiser who enjoys the ask and personally drives results—not a high-level strategist expecting a large supporting development team.

THE CANDIDATE

Ideal candidate profile

Medical Bridges seeks an energetic professional who can speak compellingly about its lifesaving mission, build trust with sophisticated donors, and turn conversations into commitments. The successful candidate may be an emerging development leader or an experienced fundraiser seeking a highly personal, mission-driven role; demonstrated initiative and results matter more than an impressive title.

Professional Experience & Capabilities

- Demonstrated success cultivating, soliciting and securing meaningful philanthropic gifts, sponsorships, or donor commitments.
- Hands-on experience identifying prospects and managing donor relationships through outreach, proposals, asks and stewardship.
- Strong personal organization, follow-through, fundraising judgment and ability to set priorities in a lean environment.
- Relevant nonprofit background; evidence of results is more important than any specific degree or length of tenure.

Personal Qualities & Approach

- Servant leader with deep personal commitment to expanding healthcare access, human dignity, and responsible use of donated resources.
- Self-starting, high-energy prospecting instinct; eager to initiate conversations, follow up, and make direct asks.
- Warm, credible storyteller and listener who develops authentic, enduring donor relationships.
- Collaborative, low-ego partner who works effectively with the CEO, Board, colleagues and volunteers.
- Adaptable and coachable; comfortable both building a development function and handling everyday execution.

LOCATION AND COMPENSATION

LOCATION

Medical Bridges, 2706 Magnet Street, Houston, TX 77054. Full-time, exempt position with active in-person donor engagement and periodic evening events.

COMPENSATION & BENEFITS

Compensation commensurate with experience. Attractive benefit package.

Application & Referral Process

The organization's executive search partner, Sorrell, welcomes confidential inquiries, applications and nominations. Consideration will continue until the position is filled.

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