



Director, Corporate Development & Partnerships

Operation Smile

Remote – United States

The Organization

Operation Smile is a global nonprofit transforming access to safe surgery and comprehensive care for children and communities worldwide. Working alongside ministries of health, healthcare providers, academic institutions and local partners, we strengthen health systems through clinical expertise, workforce training, research and innovation, supported by our dedicated staff, medical and student volunteers, and generous donors.

Since 1982, we have helped millions of patients access life-changing cleft surgery and multidisciplinary care, enabling them to breathe, eat, speak and thrive. Today, our work goes far beyond surgery, building stronger local healthcare systems, developing the next generation of healthcare professionals, and expanding access to safe, high-quality surgical care so that more people can receive the treatment they need, closer to home.

The Position

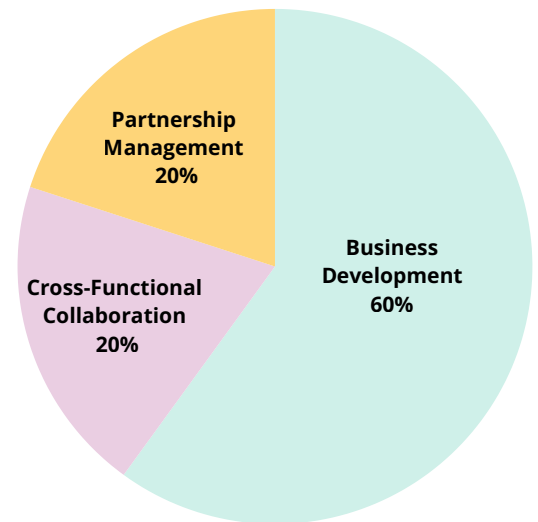
The Director, Corporate Development & Partnerships is responsible for driving corporate revenue growth through new business acquisition while managing and expanding strategic corporate partnerships. In the first instance the role is heavily weighted toward new business, generating the partnerships that the postholder will then go on to steward and grow.

This role combines pipeline development, corporate fundraising, and relationship stewardship with executional oversight of engagement strategies for six- and seven-figure strategic partnerships, employee giving programs, and cause-related marketing campaigns. The Director will operate cross-functionally with Global Development, Marketing, Finance, Legal, Brand, and Program teams to deliver impactful partnerships aligned with Operation Smile's mission.

The position requires a strategic, data-driven, and externally facing leader who can both originate new opportunities and deepen existing partnerships to maximize long-term value and revenue. This is a fully remote role within the United States, with up to 25% travel, both domestic and international.

Strategic Business Development & Pipeline Growth

- Identify, analyze, and prioritize high-potential corporate prospects and sectors, aligned with CSR trends and organizational priorities
- Build and manage a robust pipeline of corporate partners, including multinational companies and foundations
- Develop and execute targeted outreach strategies to secure new partnerships and revenue streams
- Create and deliver compelling value propositions, proposals, presentations, and partnership concepts
- Contribute to multi-year revenue projections, working with Finance and Data & Analytics to track performance against targets
- Collaborate with Marketing to develop tailored content and positioning for prospective partners
- Identify and develop new giving channels, including employee giving and cause-related marketing opportunities



Corporate Partnership Management & Growth

- Develop and implement strategic account plans and communication strategies for key corporate donors
- Build and maintain strong relationships with senior stakeholders and decision-makers
- Lead partner engagement activities, including employee fundraising, volunteering, and experiential activations such as patient journey experiences
- Ensure delivery of high-quality stewardship materials, including impact reports and campaign updates
- Facilitate executive engagement opportunities, such as site visits and strategic meetings
- Monitor and report on KPIs related to engagement, satisfaction, and revenue growth

Cross-Functional Collaboration & Operational Execution

- Partner with Global Marketing, Brand, and Communications to develop campaigns and ensure brand alignment
- Collaborate with Legal and Global Operations on contracts, compliance, and content releases
- Work with Partner Countries and Local Foundations to align strategy and expand partnership reach globally
- Maintain accurate records in Salesforce (or equivalent CRM), including donor data, engagement activity, and revenue tracking
- Coordinate with Data & Analytics teams to track employee giving and campaign performance
- Develop and present internal stakeholder reports and updates

THE IDEAL CANDIDATE

The ideal candidate for the Director, Corporate Development & Partnerships position possesses the following competencies:

Drives Engagement Creating a climate where people are motivated to do their best to help the organization achieve its objectives.	Optimizes Work Processes Knowing the most effective and efficient processes to get things done, with a focus on continuous improvement.	Builds Networks Effectively building formal and informal relationship networks inside and outside the organization.
Stakeholder Focus Building strong stakeholder relationships and delivering targeted solutions.	Interpersonal Savvy Relating openly and comfortably with diverse groups of people.	Action Oriented Taking on new opportunities and tough challenges with a sense of urgency, high energy, and enthusiasm.

Qualifications

- 7+ years of experience in corporate partnerships, fundraising, or business development
- Demonstrated success in securing and growing corporate partnerships and revenue
- Experience working in global or matrixed organizations preferred
- Proficiency in CRM systems (e.g., Salesforce, BBCRM)
- Strong understanding of Corporate Social Responsibility (CSR) and nonprofit partnerships
- Passion for the mission and values of Operation Smile
- Multilingual proficiency (e.g., English/Spanish) is a plus
- Ability to travel domestically and occasionally internationally, up to 25%

Education

- Bachelor's degree required; Master's degree preferred
- An equivalent combination of education and relevant experience in corporate partnerships, fundraising, or business development will be considered

WHO WE ARE

Work Environment

Operation Smile is a globally connected organization with flexible work arrangements that fit your lifestyle, including remote, on-site, and hybrid options. This position is fully remote within the United States, with up to 25% domestic and occasional international travel. You'll work cross-functionally with Global Development, Marketing, Finance, Legal, Brand, and Program teams, and alongside partner countries and local foundations around the world — with opportunities to see the impact of your work firsthand through international medical trips, community outreach, and global health initiatives.

COMPENSATION AND BENEFITS

Salary

Operation Smile is committed to pay transparency. The anticipated salary range for this position is \$90,400 to \$105,000, which may vary slightly based on a candidate's experience, qualifications, and geographic location.

Benefits

- 401(k) plan featuring Safe Harbor and employer matching
- Comprehensive health, pharmacy, dental, and vision coverage for employees and their families
- 100% paid premiums for life and AD&D insurance
- Flexible time off plus company-paid holidays
- Flexible work arrangements, including remote, on-site, and hybrid options

In addition, you'll enjoy

- Meaningful work that transforms lives, providing essential medical care to children and contributing to global health and well-being
- Opportunities to participate in international medical trips, community outreach, and global health initiatives
- A mission-driven, globally connected team working alongside local health systems and partners in more than 30 countries

HOW TO APPLY

A cover letter is required with your application. We encourage candidates of all backgrounds to apply, even if you do not meet every qualification outlined above.

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[Submit an application](#)