DIRECTOR OF DEVELOPMENT

Job description

Shoes That Fit, an award-winning and highly respected national non-profit that provides brand new athletic shoes to children in need, seeks an experienced and motivated professional to develop and implement strategic initiatives focused on the acquisition, growth, and retention of individual donors

Key responsibilities: The Director of Development (DD) serves as a key leadership team member and an active participant in making strategic decisions affecting Shoes That Fit. Working closely with the CEO/Executive Director and the Chief Strategy Officer, the DD will cultivate a revenue-focused movement by inspiring new and current donors to help Shoes That Fit reach its fundraising objectives and mission. The successful candidate will help forge new relationships and deepen current relationships to build the organization’s visibility, impact, and financial resources. The candidate also will design and implement a comprehensive plan for developing key external alliances by cultivating individual and philanthropic support. This role will be critical to developing a strong donor foundation that will contribute to Shoes That Fit's long-term growth strategy.

Major responsibilities:

▪ Set priorities in strategic revenue growth and fundraising management
▪ Create, manage and drive the organization’s annual and overall financing plan
▪ Collaborate with the CEO/Executive Director and Strategic Partnership team to fund key initiatives
▪ Oversee funding sources and trends to position Shoes That Fit's development strategy, continually working to diversify and grow overall funding sources
▪ Serve as lead fundraiser for a portfolio of priority donors and prospects and feed the prospect pipeline regularly
▪ Manages the annual fund donor engagement strategy for donors
▪ Assist in preparing and deploying the President/CEO and board for donor cultivation and solicitation
▪ Oversee staff of 3 in advancement and communications and consultants to develop plans and meet goals
▪ Review and analyze donor data and metrics and prepare presentations to the Board
▪ Serve as lead staff for the Board Marketing and Development Committee
▪ Executes campaigns through various media (including mass mailings and direct campaigns); manages and updates relevant contact lists
▪ Creates innovative ways to acknowledge and show donors the impact of their gift; exceed donor expectations with creative ways to show our appreciation

Qualifications

▪ Minimum of 5 years professional experience in development strategy and
execution, including gift solicitation, stewardship, donor development, planned giving, and fundraising strategy.

- Proven success increasing individual giving through a variety of methods.
- Deep knowledge of fundraising best practices and a history of success with major foundations and major gift donors
- Proven ability of achieving annual revenue targets in nonprofit sector or comparable sales role
- Proven ability to meet and exceed annual revenue targets in the nonprofit sector or comparable sales role.
- Proven management and leadership capabilities that empower and inspire team members to their best work and highest potential
- Enjoys meeting donors, building relationships, and inviting donors to their best gift
- Strong planning and strategy skills that produce results
- Embodies entrepreneurial spirit
- Experience planning, leading, and managing development projects
- Ability to coordinate campaigns from start to finish by managing creative, technical, and administrative staff members
- Meticulous attention to detail with ability to produce thoughtful and nuanced communications
- Track record of success in developing communications vehicles, working with the media, and shaping organizations' communications identity
- Takes initiative and solves problems quickly and creatively
- Ability to travel, as needed
- Sense of humor and a love of children, required!

How to Apply:

- Email a cover letter indicating your interest in and qualifications for the position, along with your resume, to Linda Matthews, Associate Director of Administration, Shoes That Fit, at jobs@shoesthatfit.org

Job Type: Full-time

Salary Range: $80,000-$110,000 Commensurate with Experience

Competitive Health, Vision and Dental, 403(b) plan with 2:1 company matching after 1 year, Holiday, vacation and sick time.

Shoes That Fit provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.