



**CHILDREN'S ALLIANCE**

*A Voice for Washington's Children, Youth & Families*

# Fund Development Director

April 2018

The **Children's Alliance** improves the well-being of children in Washington state by effecting positive changes in public policies, priorities, and programs. We seek a highly motivated and values-driven **Fund Development Director** to lead the organization's efforts to build relationships with individuals, organizations, and corporations to leverage the necessary financial support to fuel powerful, equity-focused public policy and advocacy for Washington's kids and families.

Children's Alliance is committed to using public policy change as a tool to eliminate the racial disparities that hold children back. The Fund Development Director contributes by identifying and advancing fund development strategies that align with the organization's values. **This role will require a savvy thought partner and fundraising leader who can grow and advance the organization's partnerships, ambassadors, and financial supporters, while remaining grounded in anti-racist principles.**

The Fund Development Director supports an enthusiastic staff and Board of Directors with their growing portfolio of fundraising efforts. The position works directly with and reports to the Executive Director.

This is a full time exempt position. Salary range: \$55,000 – 58,000 FTE. Children's Alliance offers a flexible work environment and a benefit package that includes employee and dependent health coverage.

Children's Alliance is an equal opportunity employer working toward a culturally diverse and competent work place. Candidates of all backgrounds, including candidates of color, are strongly encouraged to apply.

## MAJOR RESPONSIBILITIES

---

### Strategic leadership and planning, campaign implementation

- In partnership with the Executive Director, develop, manage, and implement a successful and inclusive Fund Development strategic plan to support a growing \$1.9M state-wide advocacy organization, including the following key campaigns:
  - **Annual "Voices for Children" Luncheon**, engaging over 450 partners and supporters in celebrating our progress, recognizing community leaders, and raising \$150k+ annually;
  - **Leadership donor campaign**, led in partnership with the Board of Directors;
  - **Organizational membership** campaign, inviting organizational partners to join our existing base of more than 60 nonprofits and associations, partnering to strengthen efforts to support Washington's children and advance racial equity; and
  - **Year End** and additional integrated fundraising and outreach campaigns, utilizing email, web, and social media.
- Partner with Executive Director and Mobilization Director to explore new and innovative opportunities to expand the organization's network of donor advocates; emphasizing the end goal of having advocates who are donors and donors who are advocates.

- Establish, track, and evaluate key metrics for campaign progress, using meaningful data to continually improve practices and inform future revenue goals.
- Directly supervise and support the Donor Relations and Data Manager, working in partnership to efficiently develop and implement the key fundraising campaigns described above, ensure proper data collection, and evaluate progress.
- Keep the organization abreast of best and promising practices in fund development, particularly those that are relevant to advocacy organizations and reflect the integration of anti-racism principles.

#### **Relationship-building, solicitation**

- Serve as an effective spokesperson, storyteller, and relationship-builder for the Children’s Alliance, effectively and comfortably representing the organization to prospective and current funders, community partners, and other external audiences.
- Deepen relationships with, and knowledge of, the organization’s donors, developing and implementing donor cultivation plans that provide value to donors and create connection points with additional staff and board members.
- Directly solicit support from individual, foundation, and corporate donors, as appropriate.
- Working in partnership with the senior leadership team, communications staff, and others, assist with grant prospecting, some grant writing, and strengthening relationships with grant making foundations,
- Partner with Executive Director and communications staff to design and implement organizational marketing and communications efforts.

#### **Staff and volunteer leadership and support**

- Lead and model a healthy and collaborative fundraising culture within the organization, engaging staff and board in recognizing the value donors receive in giving and emphasizing the role of fund development in supporting the organization’s racial and ethnic equity and anti-racism efforts.
- Provide staff support to the Board of Directors’ and other volunteer fundraising and cultivation efforts, ensuring successful follow-through on key strategies.

**In addition to demonstrating a capacity to perform the responsibilities listed above, the successful candidate will embody the following abilities, characteristics, and experiences:**

#### **QUALIFICATIONS**

---

##### **Demonstrated commitment to racial justice**

- Demonstrated commitment to racial and ethnic equity; evidence of efforts to fight racism in previous work or personal experiences.
- Experience working in racially and ethnically diverse environments.
- Strong orientation to system change as a strategy for securing social and racial justice, bringing both resolve and humility to the work.

##### **Experience planning and implementing successful fund development strategies**

- Relevant experience working in an issues-based or advocacy-focused organization with a budget of at least \$1M.
- Experience growing a broad and inclusive giving program and soliciting a range of donations, including face-to-face solicitation of major gifts.

- Experience creating innovative donor engagement and solicitation strategies to grow a fundraising program and increase unrestricted contributed revenue.
- Experience managing campaign resources and using data to continually track outcomes and inform next steps.

**Experience building a strong culture of philanthropy throughout an organization**

- Evidence of strong leadership skills and the ability to work effectively and collaboratively with a diverse group of internal and external stakeholders.
- Experience in leading and inspiring staff and volunteers; team orientation that promotes open communication and a values-driven approach to fund development.
- Experience working closely with a Board of Directors and mobilizing them in their role in donor relations and leveraging their strengths and their networks.

**Ability to strategically communicate the value of the organization's work**

- Excellent written and oral communication skills, including the ability to write persuasively in clear and concise language, and the ability to speak with enthusiasm to diverse audiences.
- Proficiency in Microsoft Office and relational/client management system databases (Salesforce preferred).

Please submit letter of interest and resume to [job@childrensalliance.org](mailto:job@childrensalliance.org) with FDD in subject line. We encourage you to also complete and include the optional affirmative action form (available at <http://www.childrensalliance.org/jobs>).

*Candidates are encouraged to apply by May 18, 2018.* Resumes will be accepted until the position is filled.