



Director of Development

General Overview:

The Director of Development creates, implements, monitors, and evaluates a comprehensive fundraising plan of the development team to expand philanthropic support of Samaritan's Feet. The Director ensures that all development team members identify and pursue all development leads, strengthening relationships with individual, corporate and community stakeholders to support the short and long-term growth of the organization. The Director of Development will work alongside marketing and events leadership to ensure shared goals are met.

Responsibilities:

Leadership:

- Provides coaching, training, and evaluation of all direct reports.
- Meets regularly with the Leadership Team, providing timely, accurate reporting of progress against goals to the Chief Operating Officer and Leadership team.
- Establishes budget for the marketing department and accountable for meeting planned revenue and expenses.

Development:

- Designs and implements a comprehensive, annual Development Funding Plan that ensures the fiscal health of the organization and provides future financial resources for growth and expansion, including but not limited to, individual and corporate major giving, program sponsorship, annual appeals, events, and grants.
- Prospects, identifies, and cultivates new partners capable of funding programs at the \$25,000+ level.
- Responsible for the revenue growth and supporter retention rate of key initiatives including, but not limited to, One City and Sole Society.
- Ensures that all development team members maintain a strong pipeline of potential funders.
- Ensures all development team members provide world-class stewardship.
- Ensures that all team members maintain constituent information and related activities in the Bloomerang CRM.
- Supervises the Senior Program, working with assigned staff to expand partnerships and support from local, state, and federal government-supported agencies, and corporations that cater to senior services and products.
- Supervises high-visibility sports initiatives to engage athletes, coaches, and teams in the Samaritan's Feet mission through fundraising, volunteerism, and ambassador partnerships.
- Supervises the Engagement Department with emphasis on volunteer experience and recruitment of individual donors through the Sole Society program.
- Works actively with the Marketing Director to build, execute and evaluate annual campaigns with clear revenue targets.
- Partners with Event team to ensure that events meet revenue goals including sponsorship and day-of-event revenue drivers.
- Manages development team efforts to raise gift-in-kind contributions working closely with Chief Operating Officer to coordinate efforts.
- Coordinates with Finance Department to assist with any funding reconciliation needed.
- Performs all other duties assigned by the leadership team.

Required Skills:

- Ability to manage multiple priorities simultaneously.
- Excellent written, verbal, interpersonal, and presentation skills.
- Ability to work independently and make decisions.
- Ability to speak publicly to small and large groups.
- Initiative-taking with ability to motivate/influence others.
- Diligence.

Qualifications:

- Minimum of ten years of related experience in development/sales leadership; experience in non-profit sector is highly preferred.
- Proven track record of success in development including corporate and individual giving, program sponsorship, grants, and events.
- Demonstrated ability to build and lead a staff, as well as strong, collaborative relationships at all levels, drawing on a high degree of emotional intelligence and the ability to foster mutual trust and respect.
- Proven ability to think strategically and rapidly analyze diverse information from varied sources and the ability to learn, adapt and be innovative as new challenges arise.
- Proven ability to manage multiple projects effectively, including developing timelines, setting priorities, and coordinating the work of multiple staff members.
- Proven experience as a strategic partner, leading projects and building systems within an organization.
- Ability to set and meet deadlines and work flexibly within a fast-moving environment.
- Strong project management skills: ability to be proactive, hands on, extremely organized, efficient and to manage multiple projects with great accuracy.
- Budget management skills and experience.