

FR1ENDS of the CH1LDREN

Generational Change,
One Child at a Time

SF Bay Area



DIRECTOR OF DEVELOPMENT

Friends of the Children – SF Bay Area is the newest chapter of a national organization that, for nearly 25 years, has been employing a revolutionary mentoring model to break the generational cycle of poverty, one child at a time.

We use a scientifically validated methodology to identify the most vulnerable kindergarteners. We hire full-time, salaried Professional Mentors – not volunteers – to support those children all the way through high school graduation – *12-1/2 years, no matter what!* We are systematic and evidence-based, and the evidence demonstrates that this incredible model works – our children graduate high school, avoid the juvenile justice system and teen parenting, and go on to lead healthy, productive lives. See friendsofthechildren.org.

We are in the process of hiring our Staff and preparing to begin serving our first class of the most vulnerable Bayview Hunters Point children this Spring. We're looking to hire a Director of Development who will use their passion, their experience and their exceptional communication skills to help us build the financial support we need to meet our ambitious scaling plans and to serve as many children as possible.

If you are the dynamic development professional who will help us scale this exciting new organization, here's what we have to offer you:

- A compelling mission and an evidence-based model with a demonstrated history of helping the most vulnerable children break the generational cycle of poverty – in short, a story that sells itself to potential funders
- An experienced and committed Executive Director and Program Director, who will welcome you as a member of Senior Management
- Substantial start-up capital, a strong base of current and potential funders, and an actively involved and well-connected Board – a great foundation on which to build your development efforts
- An energetic start-up approach, the support of a sophisticated National organization, and an ambitious scaling plan that will enable you to grow from our first development professional into the head of the Development Department at a mature and widely respected institution

- A respect for work-life balance – You'll work hard but we'll support you in keeping your batteries charged
- Most of all, the opportunity to help children facing incredible challenges to change their life stories

Here is what your job will entail.

The Director of Development will be a member of our Senior Management team and will work alongside our Board of Directors to actualize the organization's goals and values.

Revenue Generation

- Advise ED and Board about – then meet – revenue targets
- Develop systems and strategies necessary to bring our fundraising to the next level
- Work effectively – with ED and Board, and independently – to identify and cultivate major donors
- Research and pursue innovative funding streams
- Plan and actualize fundraising events

Marketing and Public Relations

- Develop and maintain knowledge of relevant local and national issues
- Serve as effective, compelling spokesperson for the organization
- Develop and implement media plan to generate brand awareness and revenue
- Design and implement periodic newsletters, reports and direct mail campaigns
- Ensure that all messaging aligns with organizational standards and values

Leadership

- Model and ensure professionalism, hard work, and high ethical standards
- Actively participate as member of Senior Management in all aspects of planning, budgeting, and managing
- Effectively communicate organization's goals and values, both internally and externally
- Strive to ensure that organization's commitment to equity is reflected in all decisions, communications, and structures

Skills, Knowledge and Abilities

- Passion for serving the most vulnerable children
- Strategic, creative, problem-solving, detail-oriented approach
- Strong interpersonal and communication skills, both oral and written
- Outstanding organization, time management, delegation and follow-up skills
- Excellent customer service skills
- Ability to work collaboratively and cooperatively
- Experience securing significant major donor and corporate gifts

- Familiarity with Bay Area and national philanthropic and business communities
- Demonstrated ability to cultivate and sustain funder relationships at senior levels
- History of generating appointments, making the ask, and closing the solicitation
- Growth mindset and commitment to increasing revenue to serve more children
- Enthusiasm for articulating our mission and model to donors and community members
- Desire and ability to work effectively with a culturally diverse array of children, staff, Directors, community members and donors
- Effective supervisory, management, and staff development skills

Additional Requirements

- A bachelor's degree or, even better, a relevant advanced degree or certification
- At least five years experience in non-profit development, in progressively responsible roles with a minimum of three years in leadership or management
- Experience managing multi-platform marketing and fundraising campaigns
- Professional experience with social media and digital marketing
- Experience with one or more fundraising database programs

Salary and Benefits

- Salary: \$80,000 to \$90,000, depending upon qualifications and experience
- Benefits: Full medical, dental and vision coverage, plus 410(k) match

If you are this incredible individual -- and if you want to help the most vulnerable Bay Area children break the generational cycle of poverty -- please apply online at:

<https://friends-of-the-children-sf-bay-area.hiringthing.com/job/36000/development-director>

Friends of the Children – SF Bay Area is committed to our community, to equal employment opportunity, and to diversity in our workplace. We are fiercely committed to equity and will ensure that every aspect of our mission is executed with full engagement of the communities impacted by our work.

