



Director of Development and Marketing

Job Description

FLSA Status: Exempt

Who We Are:

At "I Have A Dream Foundation", we provide individualized social, emotional, and academic support to young people from under-resourced communities from 1st grade all the way through college, along with guaranteed tuition support. We believe that when given equal access to the resources they need to succeed, all children can ignite their innate potential and achieve their dreams. We provide a competitive salary, paid organizational shut-downs during BVSD/SVSD Winter and Fall Break on top of generous vacation and sick time and competitive health and wellness benefits.

Who We Are Looking for:

A strong strategic leader that connects to our Mission and can increase revenue, expand our donor base, and diversify sustainable funding streams, while advancing the organization's mission through proper planning, managing and executing a strategic funding plan and leading the Development Department. The Director leads the department in executing strategy to meet fundraising and campaign goals, maintaining donor relationships and strategizing on how to find new ones.

What You will Do:

Strategy and Leadership

- Understands the CEO's vision to identify new strategies that align with the overall organizational strategic plan to diversify sustainable funding sources, while cultivating current donors and other stakeholders;
- Works closely with the Board of Director Committees and Executive team to develop fundraising and engagement strategies so that the Development team can execute campaigns or events to support donor cultivation, large gifts, and organizational exposure;
- Presents ideas that align with the overall mission and vision of the organization to increase fundraising, including asking for prospect introductions, supporting events and leveraging industry relationships.
- Mentors, coaches, and leads the Development team to meet the Development Department's strategy and strategic fundraising plan control, and evaluate all fundraising and marketing efforts.

Donor Growth and Retention

- Identifies and fosters relationships with like-minded foundations and corporations to engage in long term financial partnerships to support programming.
- Lead special event initiatives and assist with third-party opportunities.
- Creates a strategy for Marketing to reach new (geographic, demographic) individual donors
- Increase diversity in donors, sponsors and individual gifts.
- Maintains a portfolio at any given time of individual donors, family foundations, corporate and major donors making direct, face-to-face solicitations.
- Support the CEO and the organization in cultivating new donors.

Marketing & Communications

- Develops strategy to the Marketing and Communications Manager so they may create communication and marketing collateral to internal and external stakeholders
- Leads the development fundraising strategy to drive all communications and collateral.
- Creates strategy so that the Marketing and Communications Manager can create informational toolkits for community engagement, agency tours and event sponsorships.

Qualifications:

- Minimum five- seven years' experience in successful nonprofit development/fundraising, or a related field (e.g., business sales/public relations).
- Minimum five years of supervisory experience.
- Minimum of five years' developing and executing strategic initiatives
- Understanding and knowledge of allyship, commitment to DEI and openness to learn.

Compensation and Benefits

- Salary Range \$90,000 - \$115,000, depending on qualifications
- 15 days Vacation, 10 days Sick Leave, an additional 3 weeks of time off during Fall and Winter Break and 11 paid Holidays
- 90% employer paid Medical, Dental and Vision Insurance for Employee
- Life Insurance, Short-Term and Long-Term Disability Insurance
- Dependent Care FSA
- 403b retirement plan (employer contributes 4% of annual salary)

An Equal Opportunity Employer, committed to diversity

Submit a cover letter, resume, [diversity statement](#) and any supporting documents to IHDF's Director of Development with "Director of Development and Marketing" in the subject line. Please copy careers@ihaveadreamboulder.org.

The "I Have a Dream Foundation" (IHDF) organization is dedicated to the principles of equal employment opportunity. We prohibit unlawful discrimination against applicants or employees on the basis of age 40 and over, race, gender, gender identity,

color, religion, national origin, disability, military status, genetic information, or any other status protected by applicable state or local law. This prohibition includes unlawful harassment based on any of these protected classes. Unlawful harassment includes verbal or physical conduct, which has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment. This policy applies to all employees, including managers, supervisors, co-workers, and non-employees such as volunteers, customers, clients, vendors, consultants, etc.