



Young-Williams Animal Center

Young-Williams Animal Center Seeks Director of Development

Young-Williams Animal Center (YWAC) seeks a Director of Development to build, develop and manage a comprehensive and ambitious fundraising program and departmental operations. This leadership position is vital to YWAC's *vision of a home for every pet*.

Job Summary:

The Director of Development will design, develop, and implement a comprehensive program for philanthropic giving in concert with the Board, CEO and Development Team. As the team leader and chief fundraising officer, you will be primarily responsible for team leadership, and for major donors with capacity to make gifts or pledges of \$25,000 or more, as well for other identifying new prospects. An ability to empathize with donors and clearly communicate our organization's mission is key. You'll be expected to collaborate with the CEO, and Development Committee members and fellow YWAC leadership team members. You will be expected to propose organizational fundraising goals, define and executive annual fundraising plans, manage expectations, persuade prospects; negotiate terms; identify and recommend operational procedures designed to increase fundraising results, and use your time strategically while you balance the desires of the donor with the needs of YWAC.

Essential Functions: as the Director of Development, you get to

- Develop and execute successful and strategic fundraising plans.
- Help high-level donors accomplish their philanthropic goals and ambitions through their relationship with our organization and ensure staff members reach their full professional potential.
- Secure major gifts from donors with the capacity to make annual gifts of \$10,000 or more and multi-year pledges of \$25,000 or more.
- Lead a small, but growing team and support the Board and CEO in preparation for an upcoming campaign.
- Develop individual and team skills and hold yourself and others to account.
- Collaborate across organizational functions to align strategy and effort and achieve individual and organizational goals.
- Create and implement sustainable organizational processes that drive growth.
- Empower and guide team members and administrative colleagues to maximize the potential of the donor database and the information stored within it.
- Manage existing portfolio of 60-75 donors and prospects with the capacity to make a major gift as previously defined.

- Be the primary leadership team member to interact with and support the work of the Development Committee of the Board of Directors.
- Make direct, face-to-face solicitations, and support the board and CEO with their assigned solicitations as determined by the prospect management plan.
- Provide development staff leadership and professional expertise for an upcoming, major campaign, including recruiting, hiring onboarding new staff to increase fundraising capacity.
- Track and report progress to the CEO and Board, using a strategic dashboard. Recommend additional KPI's as needed.

This job might be for you if

- You have a passion for animal welfare and are eager to lead growth with a respected organization.
- You are a strategic thinker and planner.
- You embrace change and its challenges excite you in a good way.
- You inspire teams and individuals to achieve their greatest potential.
- You put team members well-being as a high priority, and you put donors at the center of everything else.
- You have seven or more years of nonprofit fundraising experience and you can articulate team leadership in your past roles.
- You make donors feel valued because you're sensitive to their needs, and you can prioritize your time strategically.
- You can recognize talent, develop strengths, and motivate others to achieve their best.
- You embrace challenges and take appropriate risks to achieve great things for your organization.
- You can use technology, but not get stuck in the weeds.
- You can interpret data and communicate its story and strategic significance.
- People tell you that you are a "fundraiser at heart," and you make others want to be one too.
- You have a presence that instills confidence in everyone from the grounds crew to the Board Chair.
- You've either led or have experience with a capital campaign that reached or exceeded its goals in whole or in part because of your contribution.
- You have great attention to the details of the donor experience including, but limited to, events and communications.

Minimum Qualifications

- Bachelor's Degree
- Seven years of fundraising experience
- Proven track record of working successfully with high-level donors

Preferred Qualifications

- Bachelor's Degree or higher
- Three years of supervisory experience and/or team leadership
- Ten years of experience in development

- Five years of major donor development experience
- Campaign experience
- CFRE

Competencies:

- Integrity
- Flexibility
- Organization and attention to detail
- Ethical conduct
- Team leadership and collaboration
- Volunteer management

Supervisory Responsibility:

- This position supervises the Associate/Assistant Director

AAP/EEO STATEMENT

Young Williams Animal Center provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, gender, color, religion, sex, national origin, sexual orientation, age, disability, or genetic information.

Salary Range

\$80,000-\$100,000

To Apply

Please submit a resume and personalized cover letter which speaks to your proudest fundraising accomplishment and how that would translate into supporting YWAC's mission to YWACHiring@gmail.com.