



JOB ANNOUNCEMENT:

Development Director

Are you eager to put your skills to work for a prominent, growing philanthropic foundation with high-impact programs dedicated to preventing and mitigating childhood trauma? Do you want to work in a caring, supportive environment with team-oriented colleagues who share a passion for making the world a better place?

Founded in 1985, NW Children's Foundation (NWCF, www.nwcf.org) is a public foundation based in Seattle, Washington. Our outreach, events and grantmaking focus on prevention, intervention and treatment programs aimed at ending the intergenerational cycle of child maltreatment and helping children and families to thrive. Our grants support a range of high-performing nonprofits, and our education and policy events bring leaders together to facilitate collaboration and improve child outcomes. NWCF is committed to Equity, Diversity, and Inclusion (EDI) principles and is focused on ensuring that this is reflected in all our work.

- NWCF's educational outreach and convening work is growing annually. This year's virtual NWCF Forum featured five speakers and had an audience of 1,200 from across the country and beyond.
- We invest approximately \$1M in grants each year to 65-75 child-serving direct-service agency partners. Our model is drawn from principles of [Trust-Based Philanthropy](#); our process is highly collaborative and participatory.

As a public foundation, NWCF raises all its funding from the community each year. Historically, our primary revenue sources have been an annual direct appeal and a highly successful gala and auction. We are now at a place where major gifts and institutional partnerships are contributing significantly.

NWCF is seeking a motivated and experienced nonprofit professional to spearhead continued growth in major gifts and take our fundraising to the next level. This individual will direct and amplify our organization's fundraising using relationship-based principles, including oversight and management of annual fund strategies, individualized major investment plans, planned giving, corporate partnerships, and board engagement. We are a small office (six employees and growing), and therefore all staff members are doers and collaborators. This highly effective individual will work closely with the Executive Team and supervise other staff to coordinate NWCF's fundraising and community engagement work.

We recognize that NWCF's mission can only be fulfilled by putting racial equity and social justice at the center of every aspect of our work. NWCF is actively seeking to diversify its staff and board, and strongly encourages applications from persons of color, members of LGBTQ+ communities, and people with other diverse backgrounds and lived experiences. NWCF is an Equal Opportunity Employer and is dedicated to fostering a dynamic environment that values inclusion, equity, and respect.

Key Responsibilities:

1. **Organizational Planning and Implementation:** Lead strategy development, effective management, decision-making, communication, and other activities to achieve agency goals.
 - Lead the development and implementation of a fundraising and marketing plan that emphasizes building relationships, engagement, investment, stewardship, and measurable goals.
2. **Development Management:** Ensure our fundraising, marketing, and community outreach efforts are integrated and meet or exceed industry standards in ethics and professionalism.
 - Lead implementation, management, evaluation, and regular reporting.
 - Oversee preparation of written fundraising materials.
 - Ensure collaboration between marketing, development, and community engagement efforts.
 - Partner with Board leadership and other staff to deliver the Board Engagement goal setting and tracking.
3. **Equity, Diversity, and Inclusion:** Work with staff and board to support the ongoing work to better understand EDI principles and integrate them into all of NWCF's work.
4. **Community Partnerships and Representation:** Personally engage, solicit, and steward donors and partners. Serve as a visible leader internally and externally.
 - Strategically engage the Board members and organizational leaders in fundraising to maximize their time, skills, and influence.
 - Represent NWCF in the community, serving as an inspirational spokesperson.
5. **Staff Development and Supervision:** Oversee the recruitment, hiring, training and performance evaluation of staff members to support NWCF's fundraising, marketing, and community engagement.
 - Support staff and volunteers to implement engagement and communication strategies to meet revenue goals.
 - Lead professional development efforts, contributing to aligned goals and work plans, coaching performance, and providing necessary support to

ensure both successful individual performance and effective team and cross-team performance.

- Maximize volunteer contributions to enhance organizational performance and strengthen community support.

Qualifications:

1. Solid experience in fundraising, marketing, and community engagement
2. Knowledge of and commitment to EDI principles, and preferably experience with their application in an organizational setting
3. Outstanding written, listening, and verbal communication skills
4. Exceptional interpersonal, leadership, and teamwork skills
5. Demonstrated personal integrity and ability to handle confidential information
6. Attention to detail and accuracy
7. Excellent computer skills and facility with MS Office applications and relationship-based databases
8. Other desirable qualifications include familiarity with the child-welfare field and experience building/working with fundraising and/or investment frameworks.

Salary and Benefits:

- \$90-120K annual salary (depending on experience and qualifications)
- Cash allowance of \$6,600 per year in lieu of benefits. (Note: We are currently exploring benefits package options; when one is adopted, it will replace the cash allowance)
- 11 Federal Holidays and 15 paid time-off days per year
- Flexibility to do some work from home

To Apply:

Email employment@nwcf.org with a detailed resume and cover letter, addressing how your background/experience qualifies you to perform the responsibilities described in this announcement.

Priority will be given to applications received by March 21, 2022.

Position is open until filled. No telephone inquiries please.