



## COLORADO CHILDREN'S CAMPAIGN

### Development Director

The Colorado Children's Campaign seeks its next Development Director to champion a culture of philanthropy to increase engagement, build relationships and align mission, program goals and operations with revenue generation. The ideal candidate will have a vision for a cohesive, effective, and collaborative approach to raising funds to advance the mission of the Children's Campaign. The Development Director supervises a team of three including Philanthropy Officer, Grants Manager and Development Associate. They develop and lead the annual fund development plan and guide donor stewardship, fundraising activities including special events, grant management and advancing relationships with funders. This position reports to the Chief Operating Officer.

#### Essential Duties and Responsibilities

- Establish and maintain a collaborative and strategic vision for revenue generation that advances a culture of philanthropy among staff, board, and volunteers. Advance a culture of philanthropy throughout the organization.
- Align all development activities with organizational values of equity, diversity, and inclusion to advance racial and economic equity within our organization, our networks, and partnerships.
- Develop, update, and lead the implementation of the Children's Campaign's annual fund development plan in alignment with the organizational strategic plan; track and communicate outcomes of the fund development plan.
- Supervise, guide, train and develop team members focused on donor relations, grants, special events and related activities. Set clear expectations for team members and empower them to work collaboratively and independently through coaching, coordination, and support.
- Supervise the management of a portfolio of foundation, corporate and individual funders, including providing strategic direction to the Grants Manager and Funder Team on retention of existing funders, advancement of relationships with funder contacts and prospecting potential new funder partnerships.
- Provide direction and work collaboratively with staff and board members on a coordinated donor stewardship strategy that builds and enhances relationships with established and prospective donors.
- Promote the Children's Campaign to potential funders, donors, supporters, and the wider community in partnership with staff and others. Collaborate with the communications team to write compelling and strategic fundraising communications that align with strategic communications plan.
- Supervise the design and execution of special events, including annual events and donor stewardship events.
- Partner with the CEO to engage board members in fund development strategies.
- Administer the development database, Salsa CRM, in partnership with development staff to ensure efficient and responsible donor relations, track solicitations and donations received and evaluate activities in a timely manner. Ensure leadership and development staff are trained in entering and querying data at an appropriate level.
- Uphold and advance organizational brand in partnership with communications staff and manage development assets and collateral.
- Develop and manage an annual department budget that includes multiple events and vendors.
- Work with communications team to receive and analyze donor, fund, and supporter engagement data (web, email, social media, earned media) and prepare data for internal evaluation. Work with finance staff to receive and analyze frequent revenue reports and prepare data for internal evaluation.

- Identify and execute effective ways to communicate policy, research, and advocacy work to different donor audiences in partnership with communications staff.
- Work closely with all teams across the organization including Policy, Advocacy, Communications, Operations/Finance and Research.
- Promote a culture of philanthropy to increase engagement, build relationships and align mission, program goals and operations with revenue generation. Other duties to advance the mission of the Children's Campaign as needed.

### **Priority Qualifications**

- Commitment to the mission and work of the Colorado Children's Campaign.
- Bachelor's degree or equivalent experience.
- At least five years of progressively responsible experience in nonprofit fund development (major gifts).
- Experience implementing successful fund development strategies, including successfully cultivating and stewarding major gift donors, successfully implementing special events, successful grant submissions and corporate stewardship, and successful board engagement.
- Experience supervising and supporting entry-level positions.
- Strong project manager and adept at building consensus.
- Demonstrated ability to meet deadlines, manage competing priorities and advance multiple projects.
- Excellent interpersonal skills and the ability to build and maintain relationships with people of diverse backgrounds, cultures, and perspectives.
- Strong technological skills, including use of donor databases.
- Experience engaging, coordinating, and managing volunteers.
- Excellent communication skills; ability to tailor messages to a variety of audiences.
- Ability to travel statewide to visit prospects and donors.
- Flexible, innovative, energetic, and able to work as a member of a larger team.
- Ability to work with colleagues in an inclusive manner that demonstrates openness to differing perspectives and experiences.
- Commitment to supporting a culture of continuous improvement and organizational excellence.
- Commitment to integrating values of diversity, equity, and inclusion into daily work.
- High degree of personal responsibility for achieving ambitious goals; tendency to reflect on and incorporate feedback into work; able to creatively adapt to a shifting landscape and work environment; ability to ask for help, and offer it, to advance collective success.

### **Preferred Qualifications**

- Familiarity with constituent management relationship software such as Salsa CRM.
- Experience managing vendors and contractors.
- Experience managing events.
- Knowledge or experience in children and family policy issues.
- Knowledge of visual style, design, photography, and presentation best practices.

### **Compensation**

This is a full time, exempt position. The position is located in Denver with a hybrid office environment. The salary range is \$70,000 to \$90,000.

Benefits include:

- Paid medical, dental, vision and life insurance benefits
- Paid short term and long-term disability insurance
- Option to participate in the Children's Campaign 403(b) plan with a company match of 100 percent of the first 3 percent employee contribution
- Option to participate in the Children's Campaign flexible spending account
- Option to participate in the Children's Campaign Aflac supplemental insurance plan
- Paid Time Off (PTO) to begin accruing at a rate of 14 hours per month

- 10 paid holidays per year
- 10 Weeks of Paid Medical and Care Taking Leave

### **About Colorado Children's Campaign**

The Colorado Children's Campaign is a nonprofit, nonpartisan advocacy organization committed since 1985 to realizing every chance for every child in Colorado. We advocate for the development and implementation of data-driven public policies that improve child well-being in health, K-12 education, and early childhood. We do this by providing Coloradans with trusted data and research on child well-being and organizing an extensive statewide network of dedicated child advocates.

As the leading voice for Colorado's children at the State Capitol and in communities across the state, the Children's Campaign has been at the forefront of hundreds of policy wins for kids. Among the numerous laws and programs we've helped establish are the Colorado Preschool Program, Child Health Plan Plus, and the Reading to Ensure Academic Development (READ) Act. The Children's Campaign is committed to integrating values of diversity, equity, and inclusion into daily work with intention, action, and humility to advance racial and economic equity within our organization, our networks, and partnerships.

To be considered for this position, please send a cover letter and resume to [apply@coloradokids.org](mailto:apply@coloradokids.org). Please include in your cover letter where you heard about this position, what interests you about working at the Campaign and why you think you would be a good fit for the position. We review applications on a rolling basis – so it is to your advantage to apply as soon as possible. The Colorado Children's Campaign encourages candidates with diverse backgrounds and experiences to apply.

*The Children's Campaign is an equal opportunity employer. We value, honor, and celebrate all forms of diversity. Our organization is committed to pursuing its mission in a way that centers equity and the inclusion of voices and experiences of those most impacted by the inequities of our social institutions and systems. To do our best work, we seek to hire and retain staff that reflect the racial diversity and changing demographics of our state.*

*The Children's Campaign does not and shall not discriminate based on race, ethnicity, color, religion, national origin, political affiliation, sex, sexual orientation, gender identity, marital, pregnancy or parental status, physical or mental ability, genetic information, age, membership in an employee organization, retaliation, military service, or another non-merit factor under applicable federal, state, or local laws in any of its activities or operations. These activities include, but are not limited to: advertisements for employment, hiring of staff, compensation, promotions, termination, and other conditions of employment; selection of volunteers, interns, and vendors; and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, volunteers, contractors, vendors, community partners, donors, funders, and other supporters. Our policy reflects and affirms the Children's Campaign's commitment to the principles of fair employment and the elimination of all discriminatory practices.*