



Safe Crossings Foundation Development Director Position Description

The Opportunity- A Little About Safe Crossings Foundation

Safe Crossings Foundation is dedicated to helping grieving children who have lost a parent, sibling, or other loved one heal and thrive. For thirty years, the foundation has funded proven and new programs around the region that each have a profound impact on the healing process of bereaved kids in our community. While continuing to invest in our tried-and-true partner organizations, we also strive to identify gaps and reach even more children who wouldn't otherwise be able to find support. In addition, our annual Northwest Conference on Childhood Grief gives providers working directly with grieving children a unique opportunity to build community, share ideas, and learn together.

SCF's generous donors partner with us to fulfill to our vision that all families and children have access to grief programs at little or no cost. Now, as we look ahead to our fourth decade of service to the community, we are looking for a creative, dynamic, committed development leader to help fulfill our five-year strategic vision to double our capacity to serve grieving children and teens throughout the Puget Sound region. In 2019, the first year of our plan, we met our ambitious fundraising benchmark of 20% and continue to execute new strategies in Year 2.

As an organization, we know our success depends on each employee's success. We work to create and foster an environment of respect, appreciation, and acceptance for everyone who becomes part of our Safe Crossings Foundation family. We are a small team but a mighty one who cares deeply about our mission, delivering on our commitments, and at the same time, having fun and enjoying a flexible work place. Our board members are highly skilled, committed and engaged. We enjoy and are grateful to have such a collaborative partnership.

Role Overview

Safe Crossings Foundation is currently looking for an innovative Development Director to join our leadership team reporting to the Executive Director. In the evolving COVID-19 landscape, the Development Director will work closely with the Executive Director to creatively adapt the position's responsibilities and best practices to meet the needs of the organization and our supporters. This role is responsible for creating, developing and implementing strategies and practices to support our broad-based strategic priorities through fundraising and building close, fruitful relationships with both current and potential donors.

Primary Responsibilities

- Develop and implement a comprehensive, metrics-based, and multi-year development and communications plan in alignment with Safe Crossings Foundation's strategic priorities and budget
- Develop a mission-centered, year-round strategy for identifying, cultivating, soliciting, and stewarding individual donors, resulting in a broadened base of engaged individual donors, with emphasis on donors giving \$1000+

- Personally manage a current/prospective donor portfolio of 50-75 major donors, and support the Executive Director, board members, and key ambassadors in establishing and deepening relationships with donors and prospects
- Lead our annual fundraising events, currently an October luncheon for 700 guests and a golf tournament for corporate partners in May

Preferred Qualifications

- 5+ years of increasing responsibilities and demonstrated success in the development or related field
- Bachelor's degree or equivalent experience/training in: Development/Nonprofit Leadership/Marketing/Communications/Administration/Business Management/Professional Service or similarly related field
- Experience leading a signature fundraising event
- Demonstrated fundraising and donor relationship building skills/techniques
- Experience encouraging board members and other volunteers to leverage their interests, skills, aptitudes and affinities to strengthen the organization
- Excellent verbal and written communication skills
- Proficiency with computer software and systems, donor databases, and using data to drive development decision making
- Must own vehicle or have access to transit in order to travel to multiple locations around Puget Sound area as needed
- A collaborator who brings inspiration and fun to our team

Core Competencies

- Demonstrates skill in creating and maintaining personal relationships
- Pursues work with drive, energy, and a strong accomplishment orientation
- Enjoys working in a small, collaborative team environment
- Exceptional project management skills, executes and achieves objectives working with and through others
- Writes and presents information effectively and persuasively across diverse communication settings
- Effectively uses systems and processes to measure, monitor, manage, or impact performance of fundraising and marketing/communications plans
- Develops original ideas, approaches, and solutions to typical, unusual or difficult situations

Compensation

Salary range \$75,000-\$85,000 commensurate with qualifications and experience; flexible workplace; retirement matching; paid personal time off and sick leave; healthcare stipend; and transportation stipend.

Safe Crossings Foundation is a proud equal opportunity employer committed to an inclusive work environment and to building a team that reflects the rich diversity of our community. People of color, people with disabilities, and people of diverse sexual orientations, gender expressions, and identities are encouraged to apply.

Please submit your resume and a cover letter to info@safecrossingsfoundation.org. Please note Development Director Application in the subject line. Applications will be accepted on a rolling basis. Your cover letter should express your specific interest in and qualifications for this role, as well as respond to these questions:

1. *What gives you joy in the work you do? Why are you interested in this role with Safe Crossings Foundation?*
2. *Tell us about a time when you were particularly successful in developing a strong, ongoing relationship with a donor. What was it about you that made that outcome possible?*
3. *What are the most important metrics you use for measuring the success of your work? How do you measure these?*