



THE OPPORTUNITY

TeamChild seeks a passionate and talented Director of Development to lead and build its fundraising program during one of the most dynamic times in the organization’s 25-year history. TeamChild seeks an experienced development professional with a deep commitment to values-based fundraising who can build and galvanize investments and steward a diverse, engaged donor community.

WHO WE ARE

Headquartered in Seattle, with regional offices in Pierce, Spokane and Yakima counties, TeamChild is a nationally recognized nonprofit organization providing civil legal aid to vulnerable youth across Washington State. The mission of TeamChild is to uphold the rights of youth involved, or at risk of involvement, in the juvenile justice system. TeamChild works to help youth secure the education, healthcare, housing, and other supports needed to achieve positive outcomes in their lives. TeamChild believes that racial and other social identities should be respected and affirmed. In support of this believe, an equitable and inclusive organization is being built. Staff, volunteers and board members are being given the tools to address institutional racism and other forms of oppression. This commitment provides a foundation for empowering the child and families; ensuring they are justly represented and their desires are amply fulfilled.

HOW TO APPLY

Interested applicants should email a resume, concise cover letter, and past grant or donor writing sample to jobs@teamchild.org using the following file naming convention: “[Last Name] - Letter” and [Last Name] - Resume” and [Last Name] - Writing Sample.” Please write “Director of Development” and your last name in the subject line. Also, please note how you learned of this opportunity.

All interested individuals, including people of color, women, persons with disabilities, and persons who are lesbian, gay, bisexual, transgender, and/or intersex are particularly urged to apply. TeamChild is an Equal Opportunity Employer. TeamChild is committed to promoting an environment free of barriers and discriminatory practices for its clients, Board, and staff.

Vision

Young people have power and experience belonging at school, at home, and in their communities

Values

Youth centered – We take bold, creative action in support of young people’s self determination

Wholeness – We give and receive real support and care for ourselves, clients, and communities. We bring our whole selves to work.

Accountability – We operate from an anti-oppression foundation. We act with integrity and intentionality and encourage each other to be better every day

Anti-racism – We operate with anti-racists principles to undo and end all interesting forms of oppression.

King, Pierce, Yakima and Spokane

Founded in 1996

Budget \$3.5m

35 FTE



Salary & Benefits

\$80,000 - \$92,000

Medical, Dental, and Vision coverage, generous PTO, long/short term disability, 403b, \$1,000 wellbeing benefit, work flexibility.



Director of Development Description

WHO WE ARE

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TeamChild achieves impact through three main program strategies: civil legal services, training and consultation, and policy advocacy. Our broad impact goals include (1) decriminalization, decarceration, and abolition, (2) expanding and investing in community-led and community-based alternatives and resources, (3) increasing equitable access to education, healthcare and housing supports, and (4) shifting power and repairing harm in BIPOC communities.

At TeamChild we believe that racial and other social identities should be respected and affirmed. In support of this belief, we are building an equitable and inclusive organization and providing our team of staff and Board members with the tools to address institutionalized racism and other forms of oppression. All members of our team are responsible for providing and supporting an equitable and inclusive work environment that will enrich our interactions with each other and our services. This responsibility provides the foundation for shifting power to the youth and families that we serve so their needs are justly represented, and their goals amply fulfilled.

THE ROLE

TeamChild seeks a passionate and talented Director of Development to lead and build its fundraising program during one of the most dynamic times in the organization's 25-year history. TeamChild seeks an experienced development professional with a deep commitment to values-based fundraising who can build and galvanize investments and steward a diverse, engaged donor community. Specific goals include growing individual private investments to \$500k annually and foundation and corporate gifts to \$500K; building and maintaining a major gift portfolio of 50-75 investors at a \$25K-\$100K capacity; mobilizing TeamChild's Board of Directors and its Investments & Partnerships Committee; and creating the organization's systems and structures to scale up our efforts. We seek an individual who can build an inspiring development program that is intentionally grounded in TeamChild's values, principles, and commitment to dismantling institutional racism and inequity.

ESSENTIAL JOB RESPONSIBILITIES

Fund Development Planning, Strategy and Implementation: Design, implement, and track a robust and diversified fund development plan intended to grow TeamChild's philanthropic revenue to raise approximately \$500K from individuals annually and \$500K from foundations and sponsorships. Strategically develop and oversee all fundraising efforts, donor communications, and special events statewide. Collaborate with program and communications staff to secure appropriate project information, including budgets, and create offers, proposals, and asks that will be used to secure investments. Create monthly reports for management and board that accurately reflect investments activity and performance. Work with the Executive Director to develop overall revenue picture, including strategies for public funding at the state and local level.

Major Gifts: Develop and maintain a major donor portfolio of 50-75 donors with giving capacity ranging between \$25K-100K. Build strong relationships with donors and collaborate with the Executive Director and members of the Board to build a solid and sustainable pipeline and personally solicit major gifts. Regularly conduct face-to-face meetings with donors, institutional funders, and other key stakeholders. Create and execute plans for each investor to serve as the foundation for communication, stewardship, and retention.

Grant Management: In partnership with program team leaders cultivate, write, and submit grant proposals to funders (mostly private, some public) to secure flexible and project-based revenue for TeamChild's mission and work. Work with leadership team and program staff to determine funding priorities with transparency and collaboration. Track and update submission deadlines and reporting requirements, and work with relevant staff to ensure compliance and communication to funders.

Marketing & Communications: In partnership with the Communications Manager, lead development, implementation, and evaluation of agency-wide communications, public relations, and communications planning. As a member of Executive Team, contribute to organizational goals, strategic planning, budgeting, and effective organizational management and communication. Analyze effectiveness of communications, including return on investment where possible. Collaborate with the Investments and Partnerships team to ensure integrated, strategic marketing and fundraising campaigns. In partnership with Communications Manager, responsible for website strategy, management, and maintenance. Support Communications Manager in connecting with program teams and leaders to develop content that serves our clients and communities.

Leadership and Collaboration: Lead, develop, and supervise a two-person Investments & Communications team. Work closely with the organization's Finance team, which includes its Director of Finance, Operations & Contract Manager, and Bookkeeper to ensure grant oversight and reporting is timely and complete. Meet with all program teams and engender a healthy and collaborative fundraising culture across the organization that aligns with and advances the mission, goals, and values of the organization and its anti-racism and equity work. Work closely with the Board of Directors and its Investments & Partnerships Committee to develop and execute thoughtful fundraising strategies and support them in their role as ambassadors and fundraisers in the community. Provide support for staff professional development in the areas of investments and communications. Build processes for transparency and collaboration with staff and board around fundraising.

The Director of Development will report to the Executive Director and be part of TeamChild's Executive Team consisting of the Community Engagement & Anti-Racism Director, Director of Legal Services, Director of Policy & Advocacy and the Director of Finance & Administration.

IDEAL SKILLS AND QUALIFICATIONS

- Personal passion for and/or a connection to the social justice mission, vision, and values.
- A minimum of 5 years of non-profit fund development and experience in a leadership or manager/supervisor role. Directly equivalent work/lived experience will be considered.
- Values and models a collaborative style and the professional development of direct reports.
- Experience growing a major gifts program and soliciting major gifts at \$25K level or higher.
- Experience creating innovative donor engagement and solicitation strategies to grow a fundraising program and increase unrestricted contributed revenue.
- Proven ability to be the face of and network for a mission-based organization at external events and meetings; develop new beneficial relationships, and maintain and build on the relationships the organization already has established.
- Experience working closely with a Board of Directors, mobilizing them in their role in donor relations, and leveraging their strengths and their networks.
- Experience developing and overseeing budgets and tracking outcomes for success.

- Strong leadership skills in a cross-cultural environment; ability to work effectively and collaboratively with internal and external stakeholders, staff, and a diverse range of communities across the state.
- Commitment to advancing personal and organizational racial equity and undoing institutional racism.
- Excellent written and verbal communication skills, including the ability to write persuasively in clear and concise language, and the ability to speak with enthusiasm to diverse audiences.
- Expertise in communications and marketing; ability to manage communication across all platforms, including website (experience with WordPress a plus), email and social media.
- Flexible, positive work style conducive to efficiently managing multiple tasks, meeting deadlines, and anticipating changing needs in a fast-paced environment.
- Proficiency in Microsoft Office Suite, mail and marketing software (experience with Constant Contact a plus), and donor database software (experience with DonorPerfect a plus).

CULTURE

TeamChild is a unique, values-driven organization that is boldly committed to creating and maintaining a work environment that supports collaboration, inclusion, shared-accountability, distributed power and non-hierarchical operations. At its core, TeamChild fights for effective solutions and community-driven strategies that nurture and develop the health and wellbeing of young people, instead of exclusion and incarceration. Individuals who work for TeamChild are naturally aligned with the following:

- A commitment to anti-racism, anti-oppression, intersectional equity analysis.
- A focus on relationship building.
- An ability to listen with an open mind and a deep commitment to including and respecting diverse viewpoints.
- Values collaboration and inclusive decision-making.
- A proactive, passionate, and collaborative attitude.
- A foundation of self-awareness that provides space for learning and growth.

COMPENSATION AND BENEFITS

This is a full-time position that requires a willingness to work some evenings and weekends, as well as occasional travel within the state. The anticipated salary range for the position is \$80,000 to \$92,700, depending on experience. TeamChild offers full benefits including medical, dental, vision, Employee Assistance Programs (EAP), generous paid time off, long- and short-term disability, life insurance, and options to set up Flexible Spending Account (FSA) and 430b retirement accounts. TeamChild also offers an annual \$1,000 wellness benefit to employees.

TO APPLY

Please email a concise letter of interest, resume, and past grant or donor writing sample to jobs@teamchild.org using the following file naming convention: “[Last Name] - Letter” and [Last Name] - Resume” and [Last Name] - Writing Sample.” Please write “Director of Development” and your last name in the subject line. Also, please note how you learned of this opportunity.

The first review of applications will be conducted on March 7, 2022. Position open until filled. Before submitting your application, please check [TeamChild’s website](#) to make sure that this position is still open.

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