

DEVELOPMENT DIRECTOR (full-time) for Coaching4Change

Overview of Coaching4Change, 501(c)3

Coaching4Change (C4C) mobilizes college students to serve low-income K-12 school districts, expands pathways for student success, and builds a pipeline of future educators. We do this by recruiting, training, and placing local, talented, and diverse college students to support school improvement initiatives aimed at increasing student engagement and improving school culture and climate. Additionally, over 60% of our college students identify as people of color, because we know representation in schools' matters. Professional educators supervise and coach the college students, creating a cross-age mentoring model that promotes growth opportunities for participants.

The Position:

We are seeking a high energy, pro-active relationship builder with a proven track record raising significant funds through major gifts, annual campaigns, events, and corporate partnerships to lead our growing development initiative with support from the Executive Team and the Board of Directors. The Development Director reports to the Co-Founder & CEO and will supervise the grant writer and development coordinator.

What you'll be doing:

- Develop and implement comprehensive fundraising initiatives in line with C4C's annual operating budget and strategic growth plans.
- Represent C4C in the community. Approximately 50% of your time will be building relationships cultivating, soliciting and stewarding donors.
- Provide quarterly reports on fundraising activities to the full Board of Directors.
- Lead each stage of a robust donor cultivation and stewardship process, including creating meaningful opportunities for donor engagement, making effective and targeted solicitations, providing timely and personalized acknowledgement, and routinely increasing contributions from existing donors.
- Lead annual fundraising gala and other cultivation events.
- Develop a strategy specifically aimed at corporate sponsorship and engagement.
- Work with Development Coordinator to ensure best practices for donor database management to support strategic initiatives.
- Work in partnership with C4C's Director of Marketing and Communications to produce donor-centric communications/messaging across multiple channels throughout the year, while updating, refining and building out new donor/funding facing materials.

- Support the CEO with relevant information and strategy for donor and foundation meetings
- Engage board members in appropriate fundraising activities by providing the guidance and resources necessary for effective board member participation
- Supervise the grants management function by reviewing and editing grant applications and reports, ensuring deadlines are met, building and maintaining relationships with foundation contacts, and identifying new foundation prospects
- Lead site visits to schools with major donors and corporate sponsors
- Work closely with CEO & Co-Founders to cultivate new major donors and revenue streams in regions identified as key prospective partners.

Who you are:

You Care: deeply about creating racial equity in schools and improving outcomes for low income, high need students.

Proven: You have experience developing and managing multi-faceted fundraising initiatives.

Successful: You have a record of securing major donor gifts.

Relationship Driven: You enjoy the process of cultivating and stewarding donor relationships.

Process-oriented-You are organized and familiar with donor management systems and best practices.

Self-Starter: You take initiative, are a resourceful problem solver, you know how to maximize resources and are comfortable in a fast-paced, dynamic environment.

REQUIRED: 5-7 years of experience in nonprofit fundraising.

REQUIRED: Bachelor's Degree

Life at C4C

We pride ourselves in creating a friendly, fun, inclusive environment. Here are a few of the many reasons to join our growing team:

The ability to do your job in a supportive and flexible environment

A place where you can be creative, introduce ideas, and truly own your work

Make genuine connections with our team, our donors, our college mentors and school partners

Know that with every dollar you raise you are making an impact in the lives of students who need it most.

Salary and Compensation

Salary is commensurate with experience. This position is full time with hybrid flexibility.

Coaching for Change, Inc. is an equal opportunity employer that is committed to diversity, equity and inclusion in the workplace. We prohibit discrimination and harassment of any kind based on race, color, sex, religion, sexual orientation, national origin, disability, genetic information, pregnancy, or any other protected characteristic as outlined by federal, state, or local laws.

This policy applies to all employment practices within our organization, including hiring, recruiting, promotion, termination, layoff, recall, leave of absence, compensation, benefits, training, and apprenticeship. Coaching for Change, Inc. makes hiring decisions based solely on qualifications, merit, and business needs at the time.

TO APPLY: Please send a cover letter, resume, and references to Sheryl Marshall at sheryl@c4cinc.org.