

Senior Director of Development

Generation Citizen

Location: Any Generation Citizen office (Boston, NYC, Oakland, Oklahoma City, or Austin)

ABOUT GENERATION CITIZEN

Generation Citizen's (GC) mission is to transform civics education so that young people are equipped and inspired to exercise their civic power. We champion real-world democracy education that equips all young people with the skills and knowledge needed to understand systems of oppression and effect change. Since 2010, GC has delivered our Action Civics education to almost 100,000 students across geographically and politically diverse communities, helped to pass landmark civics education legislation, and founded a nation-wide Equity in Civics coalition.

RESPONSIBILITIES

At a profound moment in our nation's democracy, GC is seeking a Senior Director of Development to join our senior management team and lead a comprehensive national fundraising strategy. Building upon a strong network of donors in our five geographic markets -- including national support from the Hewlett Foundation, the Ford Foundation, and the Bezos Family Foundation -- the Senior Director will play a primary role in growing our fundraising base, serve as a key thought partner to the CEO and regional Executive Directors, work alongside a highly engaged board of directors and staff, and foster an organizational culture that centers justice and equity at its core. Specifically, the Senior Director of Development will:

Design, implement, and lead an integrated development, external relations and communications strategy that drives growth and sustainability

- In close partnership with national and regional leadership, develop forward-thinking strategies to 1) raise approximately \$4 million in FY21, 2) increase funding year over year, and 3) set and track to specific, quantifiable goals aligned with our five-year strategic plan.
- Create and implement a plan for individual, institutional, corporate, and government support. Deepen engagement of existing supporters through thoughtful relationship building and stewardship; identify and cultivate new donors.
- Collaborate with CEO, national, and regional teams in cultivating, soliciting, and stewarding high capacity donors; leverage CEO and board of directors to cultivate major donors and prospects. Equip and mobilize the national and regional boards of directors to play an integral role in fundraising, including guiding the work with the Board's Development Committee.
- Supervise a growing development and communications team, delegating work appropriately, providing ongoing coaching, guidance and support to staff members, and fostering a team culture of collaboration and accountability.
- Guide and partner with regional Executive Directors and staff across the GC network in their ongoing fundraising efforts, providing hands-on support in fundraising strategy an execution that builds upon the strengths of each regional market.
- Ensure cohesive prospect and donor management systems and processes across all regions and the national organization; develop, track, and report on key fundraising metrics, utilizing that data to drive decision making about strategic shifts or adjustments as needed.
- In partnership with the Communications Manager, drive an external communications and earned media strategy; put strategies into place that elevates GC's brand and unique position to address critical issues facing our democracy through civics education.

- Oversee and guide the production of marketing materials, digital content, website, and other communications assets; manage external vendors as needed.
- Ensure all fundraising and communications strategies are developed through a lens of diversity, equity, and inclusion and lifts up the strengths and agency of the students we serve.

Serve as a senior leader, collaborative team member, and champion for GC's mission and values

- As a member of the 5-member senior management team (and larger leadership team that includes our regional Executive Directors), contribute to guiding overall organizational decision-making and helping lead the implementation of our new strategic plan with a deep focus on equity and systemic impact.
- Work with the management team to improve and promote connections between GC's programmatic, policy & advocacy, and development work.
- Build strong relationships with employees across sites and departments; promote an organizational culture and structure that fosters high quality work, cooperation, communication, collaboration, teamwork, trust, and embraces diversity.

QUALIFICATIONS & NECESSARY COMPETENCIES

- **A passionate advocate who is committed to Generation Citizen's mission and values.** You bring a genuine commitment to transform civic educations so that young people are equipped and inspired to exercise their civic power. You thrive in an organization that values grassroots change, systemic impact, collaboration and diversity, action, and open mindedness.
- **A versatile and well-rounded fund development professional.** You bring at least 10 years of work experience in fundraising, with 4 years in a leadership role, and a track record of qualifying, cultivating, soliciting, and stewarding high net-worth individual, corporate, and/or foundation supporters. Experience in national or multi-site education and/or policy organization is a plus.
- **A "big picture" thinker with the ability to implement tactically.** You approach challenges and opportunities through an analytical lens and take a hands-on approach to translating strategy into tangible activities and goals. You lean on your ability to effectively distill quantitative and qualitative data to set and manage to goals, inform strategies, and measure outcomes.
- **A thoughtful relationship builder who develops rapport easily and fosters long-term connections.** You have a warm, energetic, and authentic personality that translates to building lasting relationships both internally and externally. You demonstrate active listening and grace in all interpersonal interactions, especially in building relationships within a matrixed organization.
- **An effective communicator who conveys information clearly and inspires trust.** You are able to connect and communicate with a range of stakeholders. You articulate the organization's vision and programs to make a compelling, inspirational case for financial support. Professional experience in leading communications strategy and teams is a plus.
- **A capable people leader who leverages individuals' strengths and fosters teamwork.** You have experience in recruiting and hiring talent, building strong teams, and coaching and mentoring direct and indirect reports and/or volunteers for high performance and accountability. You give and receive feedback in order to motivate, hold staff accountable, and promote personal growth
- **A catalyst for diversity, equity, and inclusion.** You bring an understanding of the impact of racism, sexism, homophobia, and classism on organizations, public policy, and educational and political systems. You actively work to institute systems and processes that promote transparency, equitable access to resources, and a culture of inclusion and belonging.

JOB LOCATION

While all GC teammates are currently working remotely, this position will be based in one of GC's six regions with an ability to commute to a local office, once re-opened.

TO APPLY

If this opportunity speaks to you, please [click here](#) to submit an application with your resume and cover letter that answers the question, "Why are you interested in Generation Citizen and the Senior Director of Development opportunity?" Please address your cover letter to Josh Solomon, Chief Operating Officer. Applications will be reviewed on a rolling basis. Please no phone calls or emails.