

Chief Development Officer

Join the Science Mill as our Chief Development Officer and be a pivotal part of expanding our mission for all students—regardless of economic status, location, gender, or race—to have equitable access to STEM programs and be able to envision themselves in a future career in STEM.

Through our highly interactive museum and innovative STEM programs, we inspire students' curiosity and give them the confidence, tools and support they need to reach their full potential as a skilled member in the 21st-century STEM workforce.

In this critical role, you will lead the development and execution of strategic and operational plans for the Science Mill's fundraising activities, including creating and manage a comprehensive development program that includes major gifts, planned giving, corporate and foundation support, annual campaigns, and other fundraising activities. If you're ready to drive change and help the Science Mill reach new heights, we invite you to learn more about how your talents can advance our strategic goals and extend our reach across the state and beyond.

Key Responsibilities

Leadership & Team Development:

- Lead with authenticity, integrity, and transparency, inspiring confidence and trust within the team and organization.
- Recruit, develop, and retain a high-performing development team, fostering a culture of accountability, collaboration, and innovation.
- Own accountability for strategy and program implementation to ensure annual fundraising budget, financial targets and KPIs are met.
- Instill a growth mindset with focus on operational efficiency, continuous improvement, and professional development.

Donor Strategy and Engagement:

- Identify, cultivate, and solicit prospective donors for gifts.
- Develop and implement personalized donor engagement strategies that reflect the donor's interests and priorities and the Science Mill.
- Maintain and deepen relationships with existing donors through regular updates and engagement opportunities.
- Advocate at public and private events to build and enhance support for the Science Mill's mission.

Fundraising Campaigns and Initiatives:

- Collaborate with the development team and CEO to plan and execute major fundraising campaigns.
- Lead the creation of compelling proposals and presentations to secure major gifts.
- Monitor and report on progress towards fundraising goals, adapting strategies as needed to optimize results.
- Ensure compliance with all relevant fundraising regulations and best practices.

Minimum Qualifications

Education and Experience:

- Bachelor's degree in Nonprofit Management, Business Administration, Communications, or related field.
- A minimum of five years of experience in fundraising, with a proven track record of securing major gifts.
- Significant experience in advocating for underserved and underrepresented populations.
- Experience with financial systems and reporting.

Skills and Abilities:

- Strong interpersonal skills with the ability to engage and inspire a wide range of donors and build long-term relationships.
- Excellent written and verbal communication skills, with the ability to deliver persuasive presentations and proposals.
- Proficiency in using donor management software and CRM systems to effectively track interactions, analyze data, and manage donor information.

Personal Attributes:

- Passion for the Science Mill's mission and a commitment to education and community development.
- High level of integrity and transparency.
- Self-motivated with the ability to work independently as well as part of a team.
- Ability to manage multiple priorities in a dynamic, fast-paced environment.

Preferred Qualifications

- Operations oversight experience of museum, educational, community-based organization or STEM-related programs.
- Experience working with a governing board.
- Experience with contract negotiation and oversight.

Work Location & Schedule

Work may be up to 80% remote and 20% in-office as fundraising activities require.

Proposed salary range for this opportunity is \$95,000 - \$150,000

Please send your resume, cover letter, and salary requirements to Peter.Claffey@sciencemill.org

About the Science Mill

The Science Mill brings hands-on, science- and technology-focused programs to Texas communities with the greatest need, providing transformative experiences for students and local teachers.

In Texas and our country, the complex challenges of tomorrow will require STEM professionals, entrepreneurs and problem solvers. Yet research shows low-income students, students of color, rural students and girls are underrepresented in STEM programs and in STEM careers as adults. This includes more than 60% of all Texas students who live in economically disadvantaged communities, with little or no access to STEM programs.

We need the next generation of scientists, engineers, doctors and technicians. While not every kid will choose a career in STEM, we want every kid to have the access and encouragement to know that they could. Building on our success as a destination attraction and STEM learning leader in central and south Texas, our goal is to bring our proven network of year-round STEM programs to more kids in more places across the state.