



March of Dimes

Senior Director, Donor Development – Austin, TX

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SCOPE:

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The Senior Director of Donor Development supports the Senior Executive Director positioning March of Dimes as a leader in maternal and child health care in his/her respective market as well as establishing effective partnerships and collaborations with corporations, foundations, community/corporate leaders, government officials, other community organizations/nonprofits and supporters.

The Senior Director of Donor Development provides direct staff management of the development team including planning, execution and leadership for all aspects of the designated market. This includes creating mission impact, mobilizing supporters, growing a diversified revenue portfolio, donor stewardship, board/staff development and maintaining overall budgets.

The Senior Director of Donor Development will report to the Senior Executive Director sharing successes, problem solving and providing a supportive network for the Market Impact team. He/she leads and develops local donor relationships to drive results.

RESPONSIBILITIES:

Mission Leadership and Impact

Demonstrates leadership and accountability by supporting Senior Executive Director in:

- Developing and implementing a results-based local strategic plan
- Placing Mission Impact at the forefront of all work
- Advancing maternal and infant health equity, identifying measurable strategies and solutions that address community mission needs, and contributes to diversified revenue growth
- Translating mission and advocacy in a manner that demonstrates impact; identifying supporter philanthropic interest
- Leveraging Mission Impact Opportunities to engage supporters and drive expansion/implementation of mission programs, in a manner that achieves revenue growth and measurable mission impact strategies

Collaborates with Senior Executive Director to identify, recruit, and retain influential state level volunteer leaders and steward them in a manner that propels Mission Impact priorities.

Collaborate with Mission Impact staff ensuring all fundraising staff have a clear understanding of how to use data to drive mission deliverables, advocacy initiatives, and revenue growth.

Ensure direct reports are creating a revenue pipeline and funding to provide ongoing support for both new and existing mission initiatives (i.e. NFS, SPC, etc.)

Diversified Revenue Growth & Budgeting

Demonstrate leadership and accountability by supporting Senior Executive Director in executing the market's results-based local strategic planning process that places emphasis on a diversified revenue portfolio by:

- Ensuring each market employee maintains and grows a donor revenue portfolio by carrying out developing donor relationship principles, identifying philanthropic interests, and moving donors through the donor continuum in a manner that retains existing donors and increases donor giving
- Ensuring each applicable market employee develops, maintains and manages a pipeline of qualified individual gift donors with concentration in major gifts and planned planned-giving
- Ensuring each applicable market employee achieves corporate engagement revenue goals in a manner that increasing local revenue by identifying appropriate corporate partners and developing alliances that accelerate the development of strategic partnerships that drive March of Dimes mission impact and mobilizes supporters
- Ensures each applicable market employee achieves Mission Investment Opportunities product revenue goal achievement
- Supports execution of the local strategic plan in a manner that results in proven impact and exceeds market targets for productivity and profitability

Develop, maintain, and grow individual donor portfolio in a manner that contributes to diversified revenue growth in individual giving, major gifts, corporate engagement, and Mission Investment Opportunities.

Collaborate with national business partners to leverage local relationships that have potential to elevate to national partnerships.

Ensure CRM data integrity by setting goals and expectations, monitoring use and utilizing data and reporting to further business.

Remain current on donor needs, market trends, and competitor actions in order to create reliable revenue forecasts and to identify opportunities for donor development locally.

Collaborate with all staff to manage DDBs and reduce expenses.

Volunteer Leadership

- Collaborate with Senior Executive Director to identify, engage, and maintain influential volunteer leaders and board members to drive impact and secure revenue.
- Recruit, activate and retain influential, financially strong, diverse event volunteer leadership and committee members resulting in revenue growth and market impact; constantly building pipeline.
- Ensure direct reports are utilizing market board excellence tools/resources (i.e. including standards of excellence with fundraising committees).

- Ensure volunteer leaders are engaged in a way that builds a community of mission advocates.

Reporting

Facilitate market data reporting, analyzing and other tracking measurement requirements as they pertain to local market growth opportunities.

Staff Development

Establish and discuss individual performance and behavior goals that align with organizational goals. Monitor and discuss direct report revenue goal progress on a weekly basis, setting goals and targets WOW and holding staff accountable. Implement growth strategies when needed.

Hold direct reports accountable to market and individual net productivity and profitability goals by utilizing reports and measurement tools and providing staff with constructive feedback that leads to improved performance on a consistent basis (at minimum quarterly, at best weekly). Provide coaching and professional development in a manner that results in skill and behavioral development and results in staff retention and career pathing.

Accountable to writing and delivering annual performance reviews in a timely manner that aligns with the expected HR standards.

Create a productive, professional, respectful and culturally diverse work environment where all staff can be the best version of themselves.

Solicit ongoing feedback from Senior Executive Director to support professional development.

Other Duties

Perform other duties from time-to-time in order to ensure the attainment of national or market impact, movement, growth or performance goals.

EXPERIENCE:

- 5 to 7 years' experience •
Four-year college degree
- Experience in managing multiple staff over various functional areas, including employees who telecommute
- Experience in a nonprofit environment a plus
- Detail-oriented with strong written and verbal communication skills
- Strong leadership/management skills with the ability to motivate staff and lead change
- Excellent interpersonal and organizational skills
- Proven track record building internal and external relationships

March of Dimes is an equal opportunity employer committed to diversifying its workforce (M/F/Disability/Vet).

To apply:

<https://recruiting.ultipro.com/MAR1021/JobBoard/e2a89250-2962-4e67-ac8a-28b568062a9d/OpportunityDetail?opportunityId=fbf7bc11-1626-4199-820b-e47d689fe5ca>

Salary Range:

\$70,000-80,000