



JOB ANNOUNCEMENT — DIRECTOR OF DEVELOPMENT, *YELLOW*

LOCATION: Remote

YELLOW's MISSION

We will EVEN THE ODDS for all youth through education. We believe the pull of gravity should not change by zip code and that every child deserves an equal opportunity to thrive.

YELLOW is a 501(c)(3) headquartered in Virginia Beach and serves children and families in the Hampton Roads community and beyond through a growing national footprint, working to transform education and teach for the future.

WHAT MAKES YELLOW DIFFERENT

We put youth at the center, surrounding them with an ecosystem of supports to realize their unique potential and flourish. At YELLOW, our students see themselves, the world and their futures through the lens of limitless possibility.

DIRECTOR OF DEVELOPMENT JOB SUMMARY

The Director of Development plays a crucial role in our organization's sustainability and growth. This senior-level position is responsible for strategizing, planning, and executing fundraising efforts to support our mission. The Director of Development will lead both large-scale, one-time fundraising campaigns and the management of annual funds. This individual will be responsible for developing and implementing strategies to cultivate relationships with donors, diversify funding sources, and oversee grant writing and management. The Director of Development will work closely with the Executive Director and the Board of Directors to secure the financial resources needed to expand our impact. In the first year, the Director of Development will be responsible for overseeing a 10M effort that includes contributed revenue, annual (operational) fund, and capital campaign.

VALUES

The Values of YELLOW guide our decisions and behaviors. They include:

- **Belonging:** *We are Human-Centered.* We honor and respect the lived experiences that shape identities and strengthen self. We cultivate frameworks that center equity, empathy and collective solution-building to support our communities.
- **Critically Conscious:** *We are Catalysts.* We are committed to collaborating with all stakeholders to recognize, analyze, and disrupt systems of inequity.
- **Culture of Creativity:** *We are Creators.* We value diverse perspectives to collectively incubate, implement, and iterate ideas to keep pushing us toward innovation.
- **Community+:** *We are an Ecosystem.* We believe the community is the classroom, where mutuality and genius is nurtured and legacies are built.
- **Future Forward:** *We are Galvanizers.* We believe in sharing resources, thinking, and practices to provide sustainable solutions to local, national, and global challenges as we break the norms in learning and EVEN THE ODDS for future generations.

YELLOW™

ROLES AND RESPONSIBILITIES

- **Build a Team:** Lead and manage a team including external consultants and vendors as needed.
- **Fundraising Research:** Stay informed about trends, best practices, and opportunities in fundraising and grant writing continuously seeking ways to improve and innovate strategies.
- **Fundraising Strategy and Execution:** Develop and implement comprehensive fundraising strategies to meet or exceed the organization's financial goals. This includes large capital campaigns, annual giving, grants, major gifts, corporate and foundation support, and special events.
- **Donor Relations and Stewardship:** Identify, cultivate and nurture relationships with current and prospective donors. Implement stewardship practices that demonstrate the impact of contributions to our mission and programs.
- **Grant Writing and Management:** Lead the grant writing process, including research, proposal development, submission, and reporting, ensuring alignment with the organization's mission and objectives. Manage a portfolio of grants, including tracking deadlines, deliverables, and reporting requirements to ensure compliance and successful outcomes.
- **Collaboration:** Provide leadership and guidance to development team members, fostering a collaborative and results-oriented work environment. Collaborate with program staff to gather data, outcomes, and impact metrics for grant proposals and reports.
- **Communications and Branding:** Ensure fundraising efforts are well communicated and aligned with the organization's brand and messaging.
- **Data Management and Analysis:** Develop and maintain systems for donor database management, gift processing, and acknowledgment. Utilize data to inform strategies, measure performance, and adjust as necessary.

QUALIFICATIONS

- Bachelor's degree in Business Administration, Communications, Non-Profit Management, Fundraising or related field. Master's degree preferred.
- Minimum of seven to ten years of experience in non-profit fundraising, with a proven track record of successful development and execution of fundraising strategies.
- Exceptional leadership and team-building skills, with experience working with executive-level leadership and boards.
- Strong interpersonal and communication skills, with the ability to engage and inspire a wide range of stakeholders.

YELLOWTM

- Knowledge of best practices in non-profit fundraising, including grants, major gifts, event planning, and donor stewardship.
- Proficiency in fundraising software and donor databases.
- Commitment to the mission of leveling the playing field for youth through education.
- Ability to travel (anticipated between 10-15%)

CHARACTERISTICS

- Demonstrated resourcefulness and good judgment.
- Hands-on, leads by example.
- Values diversity of thought, backgrounds, and perspectives
- Ability to multi-task while maintaining impeccable attention to details.
- Willingness to work collaboratively and consider new ideas.
- Integrity/ethics beyond reproach

COMPENSATION & BENEFITS

- Competitive full-time salary commensurate with experience.
- Comprehensive benefits package, including health insurance, retirement plans and professional development opportunities.
- A supportive, mission-driven work environment dedicated to making a difference in people's lives.

HOW TO APPLY TO YELLOW

Email your cover letter and resume to **careers@teamyellow.org**. Include the position you are applying for in the subject line. Applications will be reviewed on a rolling basis until the position is filled.

We are committed to creating a diverse work environment and are proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

Learn more about YELLOW at www.teamyellow.org.