

Chief Development Officer

[Freedom School Partners](#) Charlotte, NC

Freedom School Partners (FSP) seeks a dynamic Chief Development Officer to spearhead the organization's fundraising, marketing and communications endeavors, crafting an innovative, impactful, and multifaceted strategy aimed at securing \$2.5M-\$3M annually and growing this amount. This pivotal role entails leading a dedicated team to orchestrate FSP's philanthropic initiatives and amplify its marketing and communications outreach. We seek a visionary leader who thrives in a collaborative environment, upholding shared accountability and a steadfast dedication to FSP's mission to inspire our scholars to love reading and learning, believe in themselves, and create extraordinary futures. A successful candidate will be an experienced development professional and self-starter with excellent relationship management and communication skills.

What You'll Do/Role Responsibilities

1. Develop and Execute Fundraising Strategy:
 - Build a comprehensive development strategy aligned with organizational goals
 - Design, manage, and enhance processes for fund development targeting various sources
 - Implement strategic, fundraising campaigns and activities
2. Donor Cultivation and Stewardship:
 - Identify, research, cultivate, and solicit donors and prospects
 - Maintain relationships with donors, prospects, and other stakeholders
 - Foster a culture of philanthropy across stakeholder groups
 - Develop and maintain a donor communications plan
3. Board and Committee Collaboration:
 - Serve in a leadership capacity on the development team
 - Lead board development committee efforts
 - Liaise with the finance team for revenue reviews and reporting
4. Grant Writing and Reporting:
 - Support FSP grant research and proposal submission in collaboration with the team
 - Produce grant reports to secure operational funding
5. Marketing and Compliance:
 - Lead the production of advancement/philanthropic marketing materials
 - Ensure compliance with fundraising laws, rules, and regulations
 - Maintain donor data and records
6. Community Engagement:
 - Represent the organization at community events
 - Organize and execute community engagement efforts
7. Additional Responsibilities:
 - Perform other assigned duties

What We're Looking For

- Qualifications and Experience:
 - Bachelor's degree and 5+ years of progressive, leadership experience in development, ideally within the nonprofit sector
 - Demonstrated management experience and a track record of achieving results
- Passion for Educational Equity:
 - Genuine commitment to educational equity and ensuring quality learning experiences for all children
- Leadership Style:
 - Embraces a positive, transparent, and collaborative leadership approach
 - Confident in decision-making and adept at driving results efficiently
- Ownership and Continuous Improvement:
 - Takes ownership of tasks with pride and a sense of urgency for continuous improvement
 - Dedicated to achieving agreed-upon results while fostering a culture of excellence

- Relationship-Building and Communication:
 - Exceptional relationship-building skills, quickly establishing trust with diverse stakeholders
 - Proficient communicator with the ability to leverage data and narratives to inspire action and support
- Technical Proficiency:
 - Prior experience with Raiser's Edge is preferred
 - Strong writing, editing, and proofreading skills
- Analytical and Critical Thinking:
 - Strong analytical and critical thinking skills with keen attention to detail
 - Demonstrated ability to make sound judgments and decisions consistently
- Commitment to Equity and Inclusion:
 - Unwavering dedication to equity, diversity, and inclusion principles
- Additional Requirements:
 - Valid ID and reliable transportation
 - Must pass satisfactory drug and background checks, including criminal and child protective findings

Accountability

The CDO will report to the FSP CEO and be an integral part of the organization's Leadership Team.

Compensation/Benefits

- Annualized Cash Compensation Range: \$90,000-\$100,000* (*actual salary based on experience.)
- FSP offers a generous benefits program, including vacation, holiday, and sick/personal days, as well as employer-paid health, life, and AD&D insurance

Application Process

Interested applicants should send their resumes and cover letters to admin@freedom-school-partners.org with Chief Development Officer in the subject line. Please do not call.

Who We Are

Freedom School Partners is a nonprofit organization that strives to stop summer learning loss by offering opportunities that build children's reading and social-emotional skills. FSP serves our community's most vulnerable children, providing access to a rich summer learning experience in which they maintain or gain reading ability. Freedom Schools are led by college student interns and connect scholars to a broader community that believes in and advocates for them. In addition, FSP engages parents as partners to support scholars' success.

Equal Employment Opportunity

We are an equal opportunity employer that does not discriminate against any employee or applicant because of race, creed, color, religion, gender, sexual orientation, gender identity/expression, national origin, disability, age, genetic information, veteran status, marital status, pregnancy or any other basis protected by law. Employment is based solely on a person's merit and qualifications.

Disclaimer

The above statements describe the general nature and level of work performed by the person(s) assigned to this job. They are not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified.